















JOURNAL  
OF THE  
SEVENTY-FIFTH ANNUAL MEETING  
OF THE  
DIOCESE OF OLYMPIA



November 8-9, 1985  
Seattle Washington

A-1








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### BEQUESTS

The Minister of the congregation is directed to instruct the People, from time to time, about the duty of Christian parents to make prudent provision for the well-being of their families, and of all persons to make wills, while they are in health, arranging for the disposal of their temporal goods, not neglecting, if they are able, to leave Bequests for religious and charitable uses. (1979 Book of Common Prayer, page 445)

Bequests in our Wills make it possible for us to continue our interest and support of the Church's work, and give to the Church more power and stability to do what our Lord commands us to do. Bequests for mission churches are administered by the Diocesan Council and the Council will also gladly administer funds left to parish churches or other diocesan institutions.

Your lawyer will help you in making your Will. He will want to know that the following form of bequest is the appropriate one. You may want to add any special purposes for which you wish your bequest to be used, or some particular parish or mission church you want the help to go to. The Council, of course, is bound to abide by your decision.

#### FORM OF BEQUEST

I hereby give, devise and bequeath unto the DIOCESE OF OLYMPIA, INC., a corporation organized and existing under and by virtue of the laws of the State of Washington, for religious, educational, and charitable use, the sum of \$ \_\_\_\_\_.

#### CANON 17

#### STATED OFFERINGS

(a) The Church School Lenten Offering for special missionary purpose designated by the Executive Council.

(b) An offering on Thanksgiving Day or the Sunday previous to or following, for the Diocesan Emergency Fund or such other purposes as the Convention or Council may determine.

(b) An offering for the Bishop's Discretionary Fund on the day of the canonical visitation of the Bishop.

#### Resolution -- May 23, 1955:

The annual offering now raised in our churches to further the work of education for the ministry of the Church, on a day known as Theological Education Sunday, to be divided equally, one-half to the Church Divinity School of the Pacific, and one-half at the discretion of the clergyman in charge, to the seminary or seminaries represented on the staff of the church in which the offering is taken. In the event of a vacancy in a parish or mission the entire amount is to be given to the Church Divinity School of the Pacific.





THE SEVENTY-FIFTH ANNUAL MEETING  
THE DIOCESE OF OLYMPIA

DIOCESAN HOUSE 1551 Tenth Avenue East, Seattle 98102  
Mailing Address: PO Box 12126, Seattle 98102  
Telephone: (206) 325-4200

OFFICERS OF THE CONVENTION

THE BISHOP

The Rt. Rev. Robert H. Cochrane, D.D.

THE SECRETARY

The Ven. Paul E. Langpaap, D.D.

THE TREASURER

Mrs. Joyce McConnell

THE CHANCELLOR

Mr. Dewitt Williams

THE REGISTRAR AND HISTORIOGRAPHER

The Rev. Charles F. Schreiner, Ph.D.

THE ARCHIVIST

Mrs. Peggy Hansen

THE STANDING COMMITTEE

The Ven. Robert L. Christie	1986	Mrs. Wilbur Hewson, Sec.	1986
The Rev. Timothy Nakayama	1987	Mr. Allen Ruth	1987
The Rev. Laura C. Fraser, Th.D.	1988	Mrs. Roberta Montgomery	1988
The Rev. Alan Parker	1989	Mr. George McPheeters	1989

THE CONVOCATION PRESIDENTS

Central	The Rev. John Gibbs
Overlake	The Rev. Camp Gordinier
Peninsula	The Rev. Alan Jordan
Pierce County	Mr. Neal Schirkofsky
Northern	The Rev. Donald Smith
Seattle North	Mr. Coe Hutchison
Seattle South	Dr. Michael Evans
South King	The Rev. Kenneth Snyder
Southern	Mr. & Mrs. Kerry Fitzgibbons

THE DIOCESAN COUNCIL

The Bishop, The Rt. Rev. Robert Hume Cochrane  
The President of the Standing Committee, The Ven. William Burnett

Elected by Convention:

Class of 1986	The Rev. Robert E. Dunn	Class of 1987	The Rev. Michael Creighton
	Dr. Michael Evans		Mr. Richard Gadsden
	Mr. Matthew Maury		Mrs. Patricia Walker
Class of 1988	Mr. Clifford Flanary	Class of 1989	The Rev. James Blundell
	The Rev. Edward Leche		Mrs. Mary O. Haller
	Mrs. Constance Moorehead		Mrs. Carol LaBelle

Bishop's Appointments:

1986	The Rev. Norman S. Johns, III	1987	Mrs. Doreen Miller
1988	Mr. John Marshall	1989	Mr. Douglas Oles

## DIOCESE OF OLYMPIA, PROGRAM AND ADMINISTRATION

The Bishop, The Rt. Rev. Robert H. Cochrane, D.D.  
 The Ven. Paul E. Langpaap, D.D., Archdeacon of Olympia  
 The Ven. Wallace E. Bristol, D.D., Archdeacon for Metropolitan Seattle Area\*  
 The Ven. William M. Burnett, Archdeacon for Northern Area\*  
 The Ven. John B. Winn, Archdeacon for Pierce County and Peninsula Area\*  
 The Ven. Robert L. Christie, Archdeacon for Central and Southern Area\*  
 Dr. James F. Hodges, Vice-President for Finance  
 Mr. Ronald J. Cowan, Deputy for Administration  
 Mrs. Joyce McConnell, Treasurer  
 Mr. John Cosby, Huston Center Director  
 Ms. Christine Dubois, Editor of the Olympia Churchman\*  
 Mrs. Betsy Greenman, Director for Christian Education  
 Ms. Nancy Harris, Dean, Diocesan School of Theology\*  
 Mr. and Mrs. Carmen Jordan, Managers, St. Andrews House  
 Mrs. Charlotte Ellis, Pastoral & Hospital Care Coordinator  
 Mr. Bruce Olson, Summer Camp Director\*  
 Mrs. Nancy Harris, Clergy Residency Program Coordinator\*  
 Mrs. Nancy Wolfe, Director for Youth

\*Part-time

## THE CATHEDRAL CHAPTER

The Bishop, The Rt. Rev. Robert H. Cochrane, D.D.  
 The Dean, The Very Rev. Cabell Tennis  
 Standing Committee President, The Ven. William M. Burnett  
 The Chancellor of the Diocese, Mr. DeWitt Williams  
 The Chancellor of the Cathedral, Mr. J. Vernon Williams

### From the Cathedral Congregation:

Mrs. Mary Bayne (1985)  
 Mr. Randy Urmston (1985)

### Elected by Convention:

Mr. William Berge 1986  
 The Rev. Charles A. Forbes, Jr. 1987  
 Mrs. Robert "Bunny" Williams 1987  
 Mr. Mel Matteson 1988  
 The Rev. Mark Miller 1988

## THE CHURCHWOMEN

President  
 First Vice-President  
 Second Vice-President  
 Third Vice-President  
 Secretary  
 Treasurer  
 United Thank Offering Treasurer

Mrs. Charles F. Gailey (Dot)  
 Mrs. William Monks (Sharon)  
 Mrs. Charles Dean (eloise)  
 Mrs. Russell Emerson (Zoe)  
 Mrs. Gerald Wheeler (Mary)  
 Mrs. Richard Carmichael (Lucille)  
 Mrs. Roger Mathis (Sandy)

### Members at Large of Executive Board:

Mrs. Richard Connelly (Mary)  
 Mrs. Gordon Grayum (Colleen)  
 Mrs. Daniel Lyons (Maureen)  
 Mrs. Donald Mullins (Judy)  
 Ms. Karen Halgren

Altar Guild Directress  
 Church Periodical Club  
 Daughters of the King  
 Girls' Friendly Society  
 Student Memorial Fund

Mrs. George German (Eleanor)  
 Mrs. Herbert W. Nelson (Alice)  
 Mrs. James Apperson (Pat)  
 Mrs. H. J. Rowland (Jeanne)

## BOARD OF DIRECTORS - DIOCESE OF OLYMPIA, INC

Ex Officio:      The Rt. Rev. Robert H. Cochrane, President  
                    Dr. James F. Hodges, Vice-President  
                    Mrs. Joyce McConnell, Treasurer  
                    The Ven. Paul E. Langpaap, Secretary  
                    Mr. Dewitt Williams, Chancellor

### Directors Appointed by Bishop, Confirmed by Diocesan Convention

The Very Rev. Cabell Tennis	1986
Miss Patsy Turnipseed, C.P.A.	1986
Mrs. Holt Webster (Kate)	1986
Mr. Norton Clapp	1987
Mr. William Wilton	1987
Mr. Samuel H. Brown	1988
The Rev. John Gretz	1988
Mr. William Schneider	1988

### OFFICERS OF THE CORPORATION

The Rt. Rev. Robert H. Cochrane, President  
Dr. James F. Hodges, Vice-President for Finance  
Mr. Ronald E. Cowan, Vice President for Administration  
The Ven. Paul E. Langpaap, Secretary  
Mrs. Joyce McConnell, Treasurer  
Mrs. Christine Smith-Clark, Assistant Treasurer  
Mrs. Ruth S. Adams, Assistant Secretary

### DIOCESAN INVESTMENT FUND BOARD

Ex Officio:      The Rt. Rev. Robert H. Cochrane, D.D.  
                    Dr. James F. Hodges, Vice-President  
                    Mr. Ronald Cowan, Vice President

Mr. William Wilton, Chairman	Mr. C. Calvert Knudsen
Mr. John D. Baker	Mr. George Lhamon
Mr. Charles K. Bishop	Mr. Furman Moseley
Mr. Robert L. King, Jr.	Mr. Bruce Robb

### THE TRIAL COURT

The Rev. Canon William Forbes, Chairman	The Very Rev. C. Cabell Tennis
The Hon. Hardyn Soule	The Hon. George E. Revelle
The Hon. Eugene Wright	The Hon. Stanley Taylor
The Rev. John P. Gorsuch	

### COMMISSION ON CHURCH ARCHITECTURE

The Bishop, ex officio	Mr. James Perry
The Archdeacon of Olympia, Chairman	The Rev. Ralph R. Stewart
Mr. Peter Hallock, Canon Precentor	Mr. Gary Tisdale
Mr. Austin Grant	The Rev. L. Walter Truitt
Mr. Lawrence Waldron	Mr. Michael M.E. Chang

#### COMMISSION ON MINISTRY

The Bishop	The Rev. Donald G. Brown, Convenor
The Rev. Barrett K. Lindsey	The Rev. Jacqueline Dickson
Mr. Sam Magill	Mrs. Helen Rogers
Mr. Frederick Miller	The Rev. Kevin Martin
Mrs. Richard MacLean (Beryl)	Mr. James Church
Ms. Nancy Harris, Dean, School of Theology;	
Coordinator Clergy Residency Program	
The Ven. Paul E. Langpaap, Deputy for Clergy and Congregations	
Mrs. George Shipman (Evelyn), Secretary of Vocations	

HOUSE OF YOUNG CHURCHMAN  
Ms. Becca Boas, President

#### HONORARY CANONS OF THE DIOCESE

The Rev. John H. Backus	The Rev. Dennis J. Bennett
The Rev. George Foster Pratt	The Rev. Rudolf Devik
The Rev. William Forbes	

The Rev. J. Irwin McKinney, Honorary Canon of the Diocese of Hawaii  
The Rev. Curtis Zimmerman, Honorary Canon of the Diocese of Hawaii  
The Rev. Peter Moore, Honorary Canon of the Diocese of Indianapolis

#### THE CHAPLAINCY AT THE UNIVERSITY OF WASHINGTON

#### THE CHAPLAINCY AT WESTERN WASHINGTON STATE UNIVERSITY

#### THE CHAPLAINCY AT PACIFIC LUTHERAN UNIVERSITY

The Rev. Patrick A. Tomter

#### EXAMINING CHAPLAINS

The Rev. D. Corbet Clark, Chairman  
The Rev. Kenneth Anderson  
The Rev. West R. Davis  
The Rev. Canon William Forbes  
The Rev. Kenneth Grabinski  
The Rev. Robin L. Leuthe  
The Rev. Judith McDaniel  
The Rev. Robert W. Rhodes  
The Rev. Jon S. Stasney  
The Rev. Ralph R. Stewart  
The Rev. Richard Younge, Ph.D.



## THE CONGREGATIONS OF THE DIOCESE - 1985

### NORTHERN CONVOCATION

Anacortes, Christ Church	Marysville, St. Philip
Bellingham, St. Paul	Meadowdale, St. Hilda-St. Patrick
Blaine, Christ Church	Mill Creek, St. Francis
Camano Island, St. Aidan	Monroe, Church of Our Saviour
Darrington, Church of the Transfiguration	Mount Vernon, St. Paul
Everett, Trinity Parish	Oak Harbor, St. Stephen
Everson, St. John	Orcas, Emmanuel
Freeland, St. Augustine-in-the-Woods	Rockport, St. Martin-St. Francis Developing
Friday Harbor, St. David	Congregation
Lopez Island, Grace Church Developing	Sedro Woolley, St. James
Congregation	Shaw Island, St. Thomas
	Snohomish, St. John

### SEATTLE NORTH CONVOCATION

Edmonds, St. Alban	Seattle, St. Dunstan
Kernmore, Church of the Redeemer	Seattle, St. George
Seattle, Christ Church	Seattle, St. Luke
Seattle, St. Andrew	Seattle, St. Stephen
Seattle, St. David	

### SEATTLE SOUTH CONVOCATION

Seattle, All Saints	Seattle, St. Mark's Cathedral
Seattle, Church of the Ascension	Seattle, St. Paul
Seattle, Church of the Epiphany	Seattle, St. Peter
Seattle, St. Clement	Seattle, Pike Market Ministry Developing
Seattle, St. James of Jerusalem	Congregation
Seattle, St. John the Baptist	Seattle, Trinity
	Vashon, Church of the Holy Spirit

### OVERLAKE CONVOCATION

Bellevue, Church of the Resurrection	Medina, St. Thomas
Bellevue, St. Margaret's	Mercer Island, Emmanuel
Issaquah, St. Michael and All Angels	North Bend, St. Clare Developing
Kirkland, St. John	Congregation
North Bend, St. Clare Mission Station	Redmond, Holy Cross

### SOUTH KING CONVOCATION

Auburn, St. Matthew	Kent, St. James
Burien, St. Elizabeth	Maple Valley, St. George
Des Moines, St. Columba	Renton, St. Luke
Enumclaw, St. Catherine	Seattle, St. Margaret
Federal Way, Church of the Good Shepherd	

### PIERCE COUNTY CONVOCATION

Gig Harbor, St. John	Tacoma, Holy Family of Jesus Developing
Puyallup, Christ Church	Congregation
Steilacoom, St. Joseph-St. John	Tacoma, St. Andrew
Tacoma, All Saints	Tacoma, St. Luke's Memorial
Tacoma, Christ Church	Tacoma (Lakewood), St. Mary
	Tacoma, St. Matthew

## PENINSULA CONVOCATION

Allyn, St. Hugh  
Bainbridge Island, St. Barnabas  
Bremerton, St. Paul  
Forks, St. Swithin  
(Mission of Port Angeles)  
Port Angeles, St. Andrew  
Port Gamble, St. Paul  
Port Orchard, St. Bede

Port Townsend, St. Paul  
Poulsbo, St. Charles  
Sekiu, St. Jerome  
(Mission of Port Angeles)  
Sequim, St. Luke  
Silverdale, St. Antony of Egypt Developing  
Congregation  
Tahuya, St. Nicholas

## CENTRAL CONVOCATION

Aberdeen, St. Andrew  
Elma, St. Luke  
Hoquiam, Holy Trinity  
Hoodspport, St. Germain  
(Mission of Shelton)  
Lacey, St. Benedict  
Montesano, St. Mark

Olympia, St. Christopher  
Olympia, St. John  
Seaview, St. Peter  
Shelton, St. David of Wales  
South Bend, St. John  
Westport, St. Christopher  
Yelm, St. Timothy Developing Congregation

## SOUTHERN CONVOCATION

Camas-Washougal, St. Anne  
Castle Rock, St. Matthew  
(Mission of Longview)  
Cathlamet, St. James  
Centralia, St. John

Chehalis, Church of the Epiphany  
Longview, St. Stephen  
Vancouver, All Saints  
Vancouver, Church of the Good Shepherd  
Vancouver, St. Luke

## NON-PAROCHIAL CHAPELS AND MINISTRIES

Gold Bar, St. John's Chapel, Huston Center  
Seattle, Keator Chapel, Diocesan House  
Snoqualmie Pass, St. Bernard's Chapel  
Tacoma, Annie Wright School, Raynor Chapel  
Tacoma, Charles Wright Academy  
Tacoma, Faith Home  
Union, St. Andrew's House, Bishop Hubbard Chapel

DIOCESAN CLERGY IN CANONICAL ORDER

November 1, 1985

The Rt. Rev. Robert Hume Cochrane	
The Rt. Rev. Ivol I. Curtis, retired	
001 Clifford L. Samuelson	051 Henry F. Seaman
002 William Forbes	052 Ernest Radcliffe
003 Poland Miller	053 David A. Storm
004 W. Robert Webb	054 Sydney H. Croft
005 Robert D. McFarland	055 Joseph P. Carney
006 Elmer M. Lofstrom	056 William C. Johnson, Jr.
007 J. Burton Salter	057 Richard A. O'Driscoll
008 James E. Price	058 Patrick A. Tomter
009 George Foster Pratt	059 Oliver B. Skanse
010 Johnson E. West	060 John P. Gorsuch
011 John C. Leffler	061 Jack N. Bigford
012 Charles A. Forbes, Jr.	062 Orme S. Kellett
013 Richard C. Adams	063 J. Norris Pearson
014 J. William Bertolin	064 Homer H. Smith
015 Richard W. Garlichs	065 Douglas R. Wanamaker
016 Edward D. Leche	066 William H. P. Nevils
017 John G. Schaeffer	067 Jack M. Tench
018 Hugh Barnes	068 John H. Vruwink
019 John A. Huston	069 Daniel R. Stewart
020 Charles W. Hunter	070 William M. Burnett
021 Paul E. Langpaap	071 L. Wayne Bond
022 Marshall J. Ellis	072 John Mann
023 William J. Hunter	073 H. Frederick McLauchlan
024 John H. Mighell	074 Robert L. Christie
025 John B. Winn	075 S. Jose Vicent
026 Harold G. Kappes	076 Thomas G. Goman
027 Donald L. Elkins	077 Stuart M. Stewart
028 John T. Ledger, Jr.	078 Dean H. Scovell
029 Dennis J. Bennett	079 Robert H. Nye
030 Robert L. Baxter, Jr.	080 Richard W. Yunker
031 J. Hubert Miller	081 Philip L. Peterson, Jr.
032 Norman E. Stockwell	082 Michael S. Taylor
033 Norman L. Cram	083 Kenneth E. Anderson
034 Alan Jordan	084 C. Cabell Tennis
035 David McGirr	085 David Dunning
036 John F. Harriman	086 Charles F. Schreiner
037 Charles B. Atcheson	087 Geoffrey F. Ethelston
038 Wallace E. Bristol	088 H. Stewart Ross
039 Donald J. Maddux	089 David W. Close
040 L. Walter Truitt	090 Robert E. Dunn
041 Kenneth M. Snyder	091 Laura C. Fraser
042 P. M. Casady	092 Richard M. Rowland
043 Albert K. Van Etten	093 V. Eugene Wolfe
044 John R. B. Vance	094 Guy C. Sherman
045 Robin L. Luethe	095 Todd H. Fast
046 George H. Carpenter	096 W. Mark Barnet
047 John L. Gretz	097 Robert W. Rhodes
048 Timothy M. Nakayama	098 J. Finley Cooper
049 Thomas E. Murphy	099 E. Michael C. Jackson
050 Clay M. Kuhn	100 George M. Sheldon

101	Robert C. Will	151	E. John Langlitz
102	James H. Blundell	152	David H. Jackson
103	Gordon-Hurst Barrow	153	Michael W. Creighton
104	Allan C. Parker, Jr.	154	Raymond E. Gayle
105	Gerard Lawrence	155	Norman S. Johns, III
106	Henry S. Rogers	156	H. Camp Gordinier
107	John P. Glase	157	Dotti Harrison Enslow
108	J. Irwin McKinney	158	Douglas Joel Hadley
109	Melvin R. Brown	159	William Sell-Lee
110	Richard J. Looney	160	Robert Biever
111	Ronald K. Reddell	161	Stanley G. Fowler, Jr.
112	John P. Shiveley	162	Peter C. Moore
113	Paul M. Collins	163	Robert L. Betha
114	Clinton F. Raymond, Jr.	164	Thomas R. Halbrook
115	George S. Wilson	165	Marianne Bogel
116	Donald G. Brown	166	John F. Walker
117	Laurence Teeter	167	Don L. Smith
118	Harry Wappler	168	David L. Heaney
119	Kenneth Grabinski	169	John F. Ferguson
120	G.W. Paul Wilton	170	Jacqueline S. Dickson
121	D. Corbet Clark	171	John C. Lane
122	Marilyn S. Snodgrass	172	Joseph F. Mikel
123	Barbara D. Riker	173	Kerry Neuhardt
124	Judith M. McDaniel	174	Carla V. Berkedal
125	John W. Gibbs	175	John R. Smith, Jr.
126	John L. F. Slee	176	Kimbrough A. Besheer
127	West R. Davis	177	Peter D. Snow
128	John A. Metzler	178	Carol P. Ludden
129	Harold K. Lawrence	179	Kevin E. Martin
130	Edward A. Sterling	180	Allan C. Hall
131	Mary Ann Peters	181	Stephen Wendfeldt
132	Mark J. Miller	182	Susan Creighton
133	Colin A. Campbell	183	Roger Sonnesyn
134	Stephen J. Gehrig	184	Richard C. French
135	Jon S. Stasney	185	William Clark Berge, Jr.
136	John A. Erskine	186	Randal B. Gardner
137	Curtis Zimmerman	187	William R. Harper
138	John P. Lambert	188	Elaine L. Morgan
139	Jon M. Lindenauer	189	Patricia L. Taylor
140	R. Norris Twitchell	190	Robert G. McNaull
141	Walter R. Knowles	191	Michael B. Jarvis
142	Barrett K. Lindsey	192	John B. Lockerby
143	George L. King	193	William H. Landram
144	Stephen R. Garratt	194	Robert W. Howell
145	David J. Gunderson	195	Kent T. McCulloch
146	Ralph R. Stewart	196	Paul K.H. Yip
147	Harry D. White	197	Delbert S. Westling
148	J. Reginald Butt	198	JoAnn Zwart Leach
149	Edward H. Rankin	199	Richard Bruce Matters
150	Richard G. Youngue	200	Robert Blessing
		201	Thomas R. Minifie
		202	Hollis R. Williams, Jr.



DIRECTORY  
 OF  
 THE DIOCESE OF OLYMPIA

October 1985

OFFICERS OF THE  
CORPORATION

The Rt. Rev. Robert H. Cochrane, President	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 1147 Harvard Av E, Seattle 98102	324-1147
 Dr. James F. Hodges, Executive Vice President	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 15680 Euclid Av NE, Bainbridge Island 98110	842-4466
 Mr. Ronald J Cowan, Vice President	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 4800 Fremont Ave N, Seattle 98103	633-4012
 The Ven. Paul E. Langpaap, Secretary	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 100 W Highland Dr #403, Seattle 98119	285-3702
 Mrs. Joyce McConnell, Treasurer	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 17611 Bagley Pl N, Seattle 98133	364-0421
 Mrs. Ruth S. Adams, Assistant Secretary	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 5054 44th Av NE #2, Seattle 98105	525-9113
 Mrs. Christine Smith-Clark, Assistant Treasurer	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 16551 SE 26th St, Bellevue 98008	747-9919

CHANCELLOR OF  
THE DIOCESE

Mr. DeWitt Williams	
*OFC: 1400 Washington Building,	628-6600
PO Box 21926, Seattle 98111	
RES: 6543 NE Windemere Rd, Seattle 98105	524-2190

ARCHDEACON OF  
OLYMPIA

The Ven. Paul E. Langpaap, D.D.	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 100 W Highland Dr, #403, Seattle 98119	285-3702

BISHOP'S  
DEPUTY FOR  
ADMINISTRATION

Mr. Ronald J Cowan	
*OFC: PO Box 12126, Seattle 98102	325-4200
FES: 4800 Fremont Ave N, Seattle 98103	633-4012

PROGRAM STAFF

Mr. John Cosby, Huston Camp Director	res 793-1045
*OFC: Huston Center, PO Box 140, Gold Bar 98251	793-0441

Ms. Christine Dubois, Olympia Churchman Editor	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 4416 Linden Av N #4, Seattle 98103	547-4321

(cont)  
PROGRAM STAFF

Mrs. Charlotte Ellis, Pastoral and Hospital  
Chaplaincy Coordinator  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: PO Box 276, Medina 98039 454-2737

Mrs. Betsy Greenman, Christian Education Director  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: 14722 30th NE, Seattle 98155 362-2437

Mrs. Peggy Hansen, Archivist  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: 17911 NE 27th St, Redmond 98052 881-2991

Ms. Nancy Harris, Dean, Diocesan School of Theology  
and Clergy Residency Program Coordinator  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: 7307 33rd Av NE, Seattle 98115 524-1164

Ms. Cheryl Larsen, Human Needs Coordinator  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: 2317 10th Ave E #306, Seattle 98102 325-6263

Mr. Bruce Olson, Huston Summer Camp Director  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: 252 Island Blvd, Fox Island 98333 549-2423

The Rev. Charles F. Schreiner, Ph.D., Historiographer  
\*RES: 3690 Woods Rd E, Port Orchard 98366 871-3013

Mrs. Nancy Wolfe, Youth Director  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: 5064 Beach Dr SW, Seattle 98136 932-1559

The Rev. V. Eugene Wolfe, Maritime Ministry  
OFC: 2330 1st Ave, Seattle 98121 441-1622  
\*RES: 5064 Beach Dr SW, Seattle 98136 932-1559

The Rev. Richard Younge, Ph.D., Chaplain UW  
\*OFC: CCM 4525 19th Av NE, Seattle 98105 524-7900  
RES: 4832 52nd Av S, Seattle 98118 723-5995

COMMISSION ON  
MINISTRY

The Rev. Donald Brown, Convenor  
\*OFC: 1428 22nd Av, Longview 98632 423-5600

Mrs. Evelyn Shipman, Secretary for Vocations  
\*RES: PO Box 275, Freeland 98249 321-4177

REFUGEE  
RESETTLEMENT

Refugee Office, 1610 S King, Seattle 98144 323-3152  
Mr. Gregory Hope, Diocesan Refugee Coordinator  
RES: 11520 23rd Ave NE, Seattle 98155 364-7467

<u>INSTITUTIONS OF</u> <u>THE DIOCESE</u>	<u>The Annie Wright School</u> 827 N Tacoma Av, Tacoma 98403 Mr. Robert Klarsch, Headmaster The Rev. Clark Berge, Chaplain	272-2216
	<u>The Charles Wright Academy</u> 7723 Chambers Crk Rd, Tacoma 98467 Mr. Philip V. Havens, Headmaster The Rev. Stephen Rodgers, Chaplain	564-2171
	<u>Convent of the Order of St. Helena</u> 1114 21st Av E, Seattle 98112 Sr. Ellen Stephen, O.S.H., sister-in charge Sr. Barbara Lee, O.S.H. Sr. Carol Andrew, O.S.H. Sr. Anna Catherine, O.S.H.	325-2830
	<u>Faith Home, 5210 S State St, Tacoma 98409</u> Mr. David Davis, Director	474-0635
	<u>Huston Center (Camps and Conferences)</u> PO Box 140, Gold Bar 98251                      Lodge pay phone Mr. John Cosby, Director	793-0441 793-9981
	<u>School of Theology (Meeting at Diocesan House)</u> Ms. Nancy Harris, Dean *OFC: PO Box 12126, Seattle 98102 RES: 7307 33rd Av NE, Seattle 98115	325-4200 524-1164
	<u>St. Andrew's House, E 7550 Hwy 106, Union 98592</u> Mr. and Mrs. Carmen Jordan, Directors	898-2362
	<u>St. Bernard's Chapel, Snoqualmie Pass</u> The Ven. Paul E. Langpaap, D.D. *OFC: PO Box 12126, Seattle 98102	325-4200
	<u>Total Ministry</u> Gail Jones *RES: 18204 Bayview Rd, Vaughn 98394	884-3682

THE BISHOP

COCHRANE, The Rt. Rev. Robert Hume, D.D. (Terry)

\*OFC: PO Box 12126, Seattle 98102

1551 Tenth Av E, Seattle 98102

325-4200

RES: 1147 Harvard Av E, Seattle 98102

324-1147

RETIRED BISHOP OF OLYMPIA

CURTIS, The Rt. Rev. Ivor I., D.D. (Lillian)

\*RES: (Oct thru May) Leisure World, 40 N Calle Aragon,  
Laguna Hills, CA 92653

(714) 768-0895

(Summer) PO Box 76, Greenbank, WA 98253

321-4444

RETIRED BISHOP OF EASTERN OREGON

BARTON, The Rt. Rev. Lane W., D.D. (Polly)

\*RES: 401 W 32nd, Vancouver 98660

695-6184

RETIRED BISHOP OF ALASKA

COCHRAN, The Rt. Rev. David R., D.D. (Mary)

Vicar, Holy Family of Jesus' Church, Tacoma

\*RES: 4705 41st St NE, Tacoma 98422

927-7309

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CLERGY

NP = Non-parochial

R = Retired

NS = Non-stipendiary

NS ADAMS, Richard C. (1953)

\*Box 300, Quinnipiac College, Hamden, CT 06518

ANDERSON, Kenneth (1972) (Barbara)

Vicar, St. George's Church, Maple Valley

\*OFC: PO Box 376, Maple Valley 98038 Ofc-753-4920

432-0389

RES: 10302 Montrose Av SW, Tacoma 98499

588-5924

ATCHESON, Charles B. (1964) (Barbara)

Vicar, Holy Cross Church, Redmond

\*MLG: PO Box 304, Redmond 98073

OFC: 11526 162nd Av NE, Redmond 98052

885-5822

RES: 19536 S.E. 51st St., Issaquah 98027

641-5630

BACKUS, John H. (Quincy)

Canon of Honor, Diocese of Olympia

Dean, St. Paul's Cathedral

\*MLG: 3601 N North, Peoria, IL 61604

(309) 688-3436

RES: 441 East High Point Drive, Peoria, IL 61604

(309) 692-7589

BARNES, Hugh (Lt. Col/Ret) (1955) (Christopher)

Vicar, Christ Church, Blaine

\*RES: 1402 8th St, Anacortes 98221

293-2961

NP	BARNET, W. Mark (1974) (Norma) *RES: 9780 Olson Rd NW, Bremerton 98310	692-431
R	BARROW, Gordon-Hurst (1973) *RES: GPO Box 312, New York, NY 10116	
R	BAXTER, Robert L. (1960) (Jane) *RES: 3615 60th St Ct NW, Gig Harbor 98335	858-328
R	BENNETT, Dennis J. (Canon of Honor) (1960) (Rita) Rector Emeritus, St. Luke's Church, Seattle *MLG: PO Box 576, Edmonds 98020 RES: 1428 Olympic Av, Edmonds 98020	775-296'
	BERGE, W. Clark (1984) Assistant, Christ Church, Tacoma Chaplain, Annie Wright School *OFC: 310 N "K" St, Tacoma 98403 RES: Annie Wright School, 827 N Tacoma Av, Tacoma 98403	383-156 272-221
	BERKEDAL, Carla (1983) (Jon) Canon, St. Mark's Cathedral, Seattle *OFC: 1245 Tenth Av E, Seattle 98102 RES: 4237 Latona Ave NE, Seattle 98105	323-030 547-245
	BERTOLIN, J. William (1953) (Barbara) Vicar, All Saints' Church, Seattle *OFC: 5150 S Cloverdale St., Seattle 98118 RES: 29709 1st Av S, Federal Way 98003	721-028 839-227
	BESHEER, Kimbrough A. (1983) (Carol) Associate, St. Stephen's Church, Longview *OFC: 1428 22nd Av, Longview 98632 RES: 1418 22nd Av, Longview 98632	423-560 577-804
	BETHEA, Robert (1982) Vicar, St. Francis' Church, Mill Creek *OFC: 13715 Bothell Highway, Mill Creek 98012 RES: 15512 Country Club Dr #B-12, Mill Creek 98012	745-655 337-457
	BIEVER, Robert (1983) Vicar, St. Christopher's Church, Olympia OFC: PO Box 6235, Olympia 98502 *RES: 642 N Prospect, Tacoma 98406	272-861
NS	BIGFORD, Jack N. (1968) (Catherine) Deacon, St. James' Church, Kent *RES: 520 Scenic Wy, Kent 98031	852-141
	BLESSING, ROBERT (1985) Deacon, St. Luke's Church, Seattle *OFC: 5710 22nd NW, Seattle 98107 RES: 121 N 46th St #202, Seattle 98103	784-311 789-767



BLUNDELL, James H. (1975) (Meredith)  
 Rector, St. John's Church, Olympia  
 \*OFC: 114 E 20th Av, Olympia 98501 352-8527  
 RES: 1616 Governor Stevens, Olympia 98501 943-8911

BOGEL, Marianne (1982)  
 Vicar, St. Hilda - St. Patrick's Church, Meadowdale  
 \*OFC: 15224 52nd Av W, Edmonds 98020 743-4655  
 RES: 1311 79th Avenue S.E., Everett, 98205 334-8092

NS BOND, L. Wayne (1969) (Marie)  
 Assisting Priest, Trinity Church, Everett  
 \*RES: 2517 80th Pl SE, Everett 98203 347-3691

BRISTOL, Wallace E. (1964) (Betty)  
 Archdeacon: Metropolitan Archdeaconry  
 Rector, St. Margaret's Church, Bellevue  
 \*OFC: 4228 128th Ave SE, Bellevue 98006 746-6650  
 RES: 7333 125th Pl SE, Renton 98055 226-0643

BROWN, Donald G. (1977) (Carol Anne)  
 Rector, St. Stephen's Church, Longview  
 \*OFC: 1428 22nd Av, Longview 98632 423-5600  
 RES: 1434 25th Av, Longview 98632 423-4213

NP BROWN, Melvin R. (Col/AUS Ret) (1976) (Grace)  
 \*RES: 1115 Fifth St, Anacortes 98221 293-6249

BURNETT, William M. (1969)  
 Archdeacon: Northern Archdeaconry  
 Rector, St. Augustine's-in-the-Woods Church, Freeland  
 \*OFC: PO Box 11, Freeland 98249 321-4887  
 RES: 1925 E Saratoga Av, Freeland (Baby Isl Hts) 98249 321-4887

BUTT, J. Reginald (1980) (Tina)  
 Vicar, St. Matthew's Church, Auburn  
 \*OFC: 123 L St NE, Auburn 98002 833-0890  
 RES: 700 216th Pl NE, Redmond 98052 868-8328

NP CAMPBELL, Colin A. (1979) (Wendy)  
 Interim, St. Philip's Church, Marysville  
 \*RES: 8202 Cedarhome Dr N, Stanwood 98292 629-3469

CARNEY, Joseph P. (1967) (Tanya)  
 Rector, St. Charles' Church, Poulsbo; St. Paul's, Port Gamble  
 \*OFC: PO Box 446, Poulsbo 98370 779-3524  
 RES: 18490 Fjord Dr NE, Poulsbo 98370 779-2547

NP CARPENTER, George H. (1966) (Patricia) Ofc 344-3685  
 \*RES: PO Box 343, Medina 98039 454-1071

R CASADY, P. M. (1964)  
 \*RES: 6720 E Greenlake Way N #529, Seattle 98103 525-9666

CHRISTIE, Robert L. (1970) (Marjorie)  
 Archdeacon, Southern Archdeaconry  
 Vicar, All Saints' Church, Vancouver  
 \*OFC: 2100 NW 99th St, Vancouver 98665 573-8106  
 RES: 1301 NW 101st St, Vancouver 98665 573-6649

NP CLARK, D. Corbet (1977) (Myra)  
 Interim Chaplain, Ft. Lewis, WA  
 \*RES: 3414 N 24th St, Tacoma 98406 759-0179

CLOSE, David W. (1973) (Wendy)  
 Vicar, St. James Church, Sedro-Woolley, North Skagit Mission;  
 St. Martin-St. Francis Church, Rockport  
 \*OFC: PO Box 128, Sedro-Woolley 98284 855-0040  
 RES: 432 Talcott, Sedro-Woolley 98284 855-0069

COLLINS, Paul (1976) (Kathie Deviny) Ofc 259-9395  
 Associate, St. Andrew's Church, Seattle  
 \*OFC: 111 NE 80th St, Seattle 98105 523-7476  
 RES: 5501 W Flowing Lake Rd, Snohomish 98290 568-8616

NP COOPER, J. Finley (1974) (Anne)  
 \*RES: 4114 Boulevard Pl, Mercer Island 98040 232-7456

NP CRAM, Norman L.(Capt/USN) (1962) (Deidre)  
 Chaplain Corps USN  
 \*RES: Quarters 6B, Governors Island, NY 10004

CREIGHTON, Michael W. (1981) (Betty)  
 Rector, St. Stephen's Church, Seattle  
 \*OFC: 4805 NE 45th St, Seattle 98105 522-7144  
 RES: 5105 NE 45th St, Seattle 98105 523-8595

CREIGHTON, Susan (1984)  
 Vicar, St. Margaret's Church, Seattle  
 \*OFC: 2440 SW Roxbury, Seattle 98106 767-5150  
 RES: 3726 41st Ave SW, Seattle 98116 935-2150

R CROFT, Sydney H. (1967) (Margaret)  
 \*RES: 13227 Castle Rock Dr, Sun City W, AZ 85375

DAVIS, West R. (1978) (Sue)  
 Rector, St. Andrew's Church, Tacoma  
 \*OFC: 1201 S Jackson St., Tacoma 98465 564-4402  
 RES: 6122 Artondale Dr NW, Gig Harbor 98335 858-6325

DEVIK, Rudolf (Massachusetts) (Claire)  
 Canon of Honor, Diocese of Olympia  
 \*OFC: Grace Church, 35 Jackson, Lawrence MA 01840 (617)682-6003  
 RES: 46 Olive St, Methuen MA 01844 (617)682-7766

DICKSON, Jacqueline (1983) (Bill)  
 Assistant, St. John's Church, Kirkland  
 \*OFC: PO Box 514, Kirkland 98033 827-3077  
 RES: 4850 156th Ave NE #11, Redmond 98052 883-1063

DUNN, Robert E. (1973) (Gaye)  
 Rector, St. John's Church, Kirkland  
 \*OFC: Box 514, Kirkland 98033 827-3077  
 RES: 11557 Holmes Pt Dr NE, Kirkland 98034 821-3413

NP DUNNING, David Ph.D. (1972) (Donna)  
 OFC: 1423 3rd Av, Suite 300, Seattle 98101 622-9947  
 \*RES: 4223 NE 33rd St, Seattle 98105 524-9963

NS ELKINS, Donald L. (1960)  
 \*RES: 65 West 5th Ave. #519, San Mateo, CA 94402

ELLIS, Marshall J. (1958) (Mary)  
 Rector, St. John's Church, Centralia  
 \*OFC: PO Box 503, Centralia 98531 736-6991  
 RES: 1901 Van Wormer, Centralia 98531 330-2155

ELLIOTT, Joseph (N California) (Billie)  
 Vicar, St. Christopher's Church, Westport  
 OFC: PO Box 1248, Westport 98595 (Johnston Home) 267-2238  
 \*RES: 1008 300th Pl, Ocean Park 98640 665-5977

NS ENSLOW, Dotti H. (1982)  
 Deacon, Christ Church, Seattle; Chaplain, University Hospital  
 OFC: 1305 NE 47th St, Seattle 98105 633-1611  
 \*RES: 4540 8th Ave NE #1903, Seattle 98105 632-1812

NP ERSKINE, John A. (1979) (Margaret Mills Erskine)  
 \*RES: 700 LeRoy #3, Berkeley, CA 94709

NS ETHELSTON, Geoffrey F. (1973) (Jean)  
 Assisting Priest, St. John's Church, Kirkland Ofc 455-6990  
 \*RES: 10719 NE 189th, Bothell 98011 486-5665

FAST, Todd H. (1974) (Jo)  
 Assisting Priest, St. Luke's Church, Seattle  
 OFC: Assoc. Director, Fred Hutchinson Cancer Research Center  
 1124 Columbia St, Seattle 98104 467-4902  
 \*RES: 8756 Sylvan Pl NW, Seattle 98177 784-6386

FERGUESON, John F. (1983) (Ginny)  
 Rector, Church of the Redeemer, Kenmore  
 \*OFC: PO Box 677, Kenmore 98028 486-3777  
 RES: 14449 90th Ct NE, Bothell 98011 823-4324

FORBES, Charles A., Jr. (1952) (Carolyn)  
 Vicar, St. George's Church, Seattle  
 \*OFC: PO Box 25535, Seattle 98125 362-2747  
 RES: 14330 12th Ave. NE #102, Seattle 98125 364-8636

R FORBES, William, M.A., (Canon of Honor) (1947) (Glenora)  
 \*RES: 425 S 10th St, Mount Vernon 98273 336-2908

FOWLER, Stanley G., Jr. (1982) (Jeanne)  
 Rector, St. Andrew's Church, Seattle  
 \*OFC: 111 NE 80th St, Seattle 98115 523-7476  
 RES: 4210 NE 103rd Pl, Seattle 98125 525-2680

FRASER, Laura C., Th.D. (1973)  
 Rector, St. Michael and All Angels' Church, Issaquah  
 \*OFC: PO Box 1319, Issaquah 98027 392-3215  
 RES: 7005 Idlewood Dr SW, Issaquah 98027 392-0343

FRENCH, Richard C. (1984) (Betty)  
 Interim, St. John's Church, Gig Harbor  
 OFC: 7701 46th Ave NW, Gig Harbor 98335 858-3777  
 \*RES: 1013 S 129th, Tacoma 98444 531-1031

GARDNER, Randal B. (1984) (Cathy)  
 Assistant, St. Barnabas' Church, Bainbridge Island  
 \*OFC: PO Box 10207, Bainbridge Island 98110 842-5601  
 RES: 370 Grow Ave NW B-11, Bainbridge Island 98110 842-2289

R GARLICH, Richard W. (1953) (Elizabeth)  
 \*RES: 601 Belmont Av E, #B-3, Seattle 98102 324-7785

GARRATT, Stephen R. (1980)  
 Assistant, St. Stephen's Church, Seattle  
 \*OFC: 4805 NE 45th, Seattle 98105 522-7144  
 RES: 4841 NE 45th, Seattle 98105 524-4594

GAYLE, Raymond E. (1981) (Ann)  
 Vicar, Christ Church, Anacortes  
 \*OFC: 1216 7th St, Anacortes 98221 293-5790  
 RES: 1110 8th St, Anacortes 98221 293-5295

GEHRIG, Stephen J. (1979) (Pamela)  
 Vicar, Holy Spirit Church, Vashon  
 \*OFC: PO Box 508, Vashon 98070 567-4488  
 RES: Rt 2, Box 438, Vashon 98070 463-5694

GIBBS, John W. (1978)  
 Vicar, St. Benedict's Church, Lacey  
 \*OFC: PO Box 3811, Lacey 98503 Ofc Lutheran Church 456-2240  
 RES: 2516 25th SE, Lacey 98503 456-5908

NS GLASE, John P. (1975) (Diane)  
 Deacon, St. Stephen's Church, Longview  
 \*RES: 3133 Louisiana St, Longview 98632 636-6465  
 423-9958

NP COMAN, Thomas G. (1970) (Mar)  
 Oregon Episcopal Schools, Portland, OR  
 \*OFC: 6300 SW Nicol Rd, Portland OR 97223 (503)246-7771  
 RES: 1735 SE Nehalem, Portland OR 97202 (503)233-0154

GORDINIER, H. Camp (1981) (Comfort)  
 Emmanuel Church, Mercer Island  
 \*OFC: 4400 86th Av SE, Mercer Island 98040 232-1572  
 RES: 3722 84th Av SE, Mercer Island 98040 236-0819

NP GORSUCH, John P. (1968) (Beverly)  
 Center for Spiritual Development  
 \*OFC: Leffler House, 1245 10th Ave E, Seattle 98102 329-6700  
 RES: 1116 38th Av E, Seattle 98112 325-1743

NS GRABINSKI, Kenneth (1977) (Jane)  
 Deacon, St. John the Baptist Church, Seattle  
 \*RES: 5240 46th Av SW, Seattle 98136 935-7128

GRETZ, John L. (1966) (Dorris)  
 Rector, St. James' Church, Kent  
 \*OFC: PO Box 156, Kent 98032 852-4450  
 RES: 506 Burke St, Kent 98031 852-6914

GUNDERSON, David J. (1980) (March)  
 Vicar, Church of Our Saviour, Monroe  
 OFC: PO Box 99, Monroe 98272 794-4816  
 \*RES: 1949 6th Ave W, Seattle 98119 281-7311

HADLEY, Douglas J. (1982)  
 Rector, St. Matthew's Church, Tacoma  
 \*OFC: 6800 Eastside Dr NE, Tacoma 98422 927-9808  
 RES: 5126 Varco Rd NE, Tacoma 98422 927-7015

NP HALBROOK, Thomas (1982) (Ramona)  
 Deacon, Church Divinity School of the Pacific, Berkeley, CA  
 \*RES: 2480 Virginia St. Apt #1, Berkeley, CA 94709

HALL, Allan (1984) (Dorothy)  
 Sacramentalist Priest, St. Luke's Church, Sequim  
 and St. Paul's Church, Pt. Gamble  
 OFC: PO Box 896, Sequim 98382 683-4862  
 \*RES: 248 Silverhorn E, Sequim 98382 683-7464

HARPER, William (1984) (Carolyn)  
 St. John's Church, Larchmont, NY  
 \*OFC: 4 Fountain Square, Larchmont, NY 10538

NP HARRIMAN, John F. Ph.D. (1963)  
 Chaplain, Veterans Hospital Hosp 764-2023  
 RES: 914 NW 80th St, Seattle 98117 789-5593

HEANEY, David L. (1983) (Diane)  
 Rector, St. Barnabas' Church, Bainbridge Island  
 \*OFC: PO Box 10207, Bainbridge Island 98110 842-5601  
 RES: 6790 Day Road NE, Bainbridge Island 98110 842-3898



HITCHCOCK, Edwin (Spokane) (Edie)  
 Interim, St. Dunstan's Church, Seattle Ofc 939-9660  
 \*RES: 3020 22nd Av W, Seattle 98199 285-0342

HOWELL, Robert W., Jr. (1984) (Karen)  
 Rector, Emmanuel Church, Orcas Island  
 \*OFC: PO Box 8, Eastsound 98245 376-2352  
 RES: PO Box 73, Eastsound 98245 376-2000

HUNTER, Charles W. (1957) (Evelina)  
 Priest in Charge, Church of the Transfiguration, Darrington  
 \*RES: 824 Liberty St, Bellingham 98225 676-9843

HUNTER, Walcott W. (Fond du Lac) (Teri-Lea)  
 Deacon, St. Thomas, Medina  
 \*OFC: PO Box 124, Medina 98039 454-9541  
 RES: 4331 Lake Washington Blvd NE #7205, Kirkland 98033 822-8750

R HUNTER, William J. (1958) (Ruby)  
 \*RES: 2901 E 2nd St, #46, Newberg, OR 97132 (503) 538-7918

HUSTON, John A. (1956)  
 Canon, St. Mark's Cathedral, Seattle  
 National Field Officer for Refugee Affairs, P.B.F.  
 OFC: 1245 10th Ave E 323-0300  
 \*RES: 715 West Prospect, Seattle 98119 282-9076

JACKSON, David H. (1981) (Ann)  
 Associate, Church of the Epiphany, Seattle  
 \*OFC: 1807 38th Av, Seattle 98122 324-2573  
 RES: 13820 NE 65th St, #540, Redmond 98052 881-1759

JACKSON, E. Michael C. (1974)  
 Parish Administrator, Church of the Epiphany, Seattle  
 \*OFC: 1807 38th Av, Seattle 98122 324-2573  
 RES: 1000 Union St, #112, Seattle 98101 622-1011

JARVIS, Michael (1984) (Mary)  
 Assistant, St. Stephen's Church, Oak Harbor  
 \*MLG: Box 1800, Oak Harbor 98277  
 OFC: 7163 70th Ave NE, Oak Harbor 98277 679-3431  
 RES: 689 S Conn, Coupeville 98239 678-4517

JOHNS, Norman S. III, (1981) (Eileen)  
 Rector, St. Paul's Church, Bremerton  
 \*OFC: PO Box 2172, Sheridan Park Station, Bremerton 98310 377-0106  
 RES: 5787 Lenea Dr NW, Bremerton 98312 692-7770

R JOHNSON, William C., Jr. (1968) (Marie)  
 \*RES: 9051 Mary Av NW, Seattle 98117 782-0754

JORDAN, Alan (1963) (MaryAnn)  
Vicar, St. Nicholas' Church, Tahuya; St. Hugh's, Allyn  
\*OFC/RES: NE 21 Rainier Pl N, Belfair 98528 275-3177

R KAPPES, Harold G. (1960)  
\*RES: 1280 Laguna St, #2M, San Francisco CA 94115

R KELLETT, Orme S. (1968) (Eugenia)  
Assisting Priest, St. Luke's Church, Vancouver  
\*OFC: 426 E Fourth Plain Blvd, Vancouver 98663 696-0181  
RES: 8309 NW Bacon Rd, Vancouver 98663 574-0218

KING, George L. (1980) (Linda)  
Rector, St. Luke's Memorial Church, Tacoma  
\*OFC: 3615 N Gove St, Tacoma 98407 759-3534  
RES: 2336 N Shirley, Tacoma 98406 759-6111

KNOWLES, Walter (1980) (Lorelette)  
Assisting Priest, Church of the Redeemer, Kenmore Ofc 454-5350  
\*RES: 10205 NE 139th St., Kirkland 98034 823-1040

NS KUHN, Clay M. (1966) (Page)  
OFC: Health Care and Management Resources, Inc  
9757 Juanita Dr. NE # 112, Kirkland 98034 821-8987  
\*RES: 13854 71st Pl NE, Kirkland 98033 821-4819

LAMBERT, John P. (1980) (Jeanie)  
Rector, Church of the Resurrection, Bellevue  
\*OFC: 15220 Main St, Bellevue 98007 746-0322  
RES: 12715 SE 25th Pl, Bellevue 98005 643-5313

LANDRAM, William H. (1984)  
Deacon, Christ Church, Seattle Ofc 462-5541  
\*RES: 325 Harvard Ave E, Seattle 98102 323-0823

NS LANE, John C. (1983) (Jacqueline)  
Assisting Deacon, St. Paul's Church, Bremerton  
\*RES: 1325 N 167th St, Seattle 98133 546-1026

LANGLITZ, E. John (1980) (Mary Ann)  
Rector, St. Paul's Church, Bellingham  
\*OFC: 2117 Walnut St, Bellingham 98225 733-2890  
RES: 2417 Eldridge Av, Bellingham 98225 734-0818

LANGPAAP, Paul E. D.D. (1957)  
Archdeacon of Olympia  
\*MLG: PO Box 12126, Seattle 98102  
OFC: 1551 10th Av E, Seattle 98102 325-4200  
RES: 100 W Highland Dr #403, Seattle 98119 285-3702

NS LAWRENCE, Gerard (1975) (Karen)  
\*RES: 14032 Uxbridge St, Westminster, CA 92683 (714)893-7920

R    LAWRENCE, Harold K. (1979) (Gwen)  
       \*RES: 2343 N Nugent Rd, Lummi Island 98262                      758-2652

      LEACH, JoAnn (1985) (Rev. Shannon)  
       Deacon, Rowland Hall, St. Mark's School  
       OFC: 105 1st Ave, Salt Lake City, UT 84103  
       \*RES: 817 E Logan Ave, Salt Lake City, UT 84105

      LECHE, Edward D. (1954) (Mary Jane)  
       Vicar, St. David's Church, Friday Harbor,  
       St. Thomas Church, Shaw Island                      Ofc 378-5622  
       \*OFC/RES: 760 Park St, Friday Harbor 98250                      378-2282

NP    LEDGER, John T., Jr. (1960) (Barbara)  
       Assisting Priest, Church of the Good Shepherd, Federal Way  
       Chaplain, Swedish Medical Center                      Paging 386-6000  
       747 Summit Ave, Seattle 98104                      ext 4525  
       \*RES: 2430 SW 325th, Federal Way 98003                      838-5425

R    LEFFLER, John C., D.D. (1951) (Faith)  
       Dean Emeritus, St. Mark's Cathedral, Seattle  
       OFC: 333 Dexter Av N, Seattle 98109                      343-3992  
       \*RES: 2035 43rd Av E, Seattle 98112                      329-6265

      LINDENAUER, Jon M. (1980) (Constance)  
       Rector, St. Elizabeth's Church, Burien  
       \*OFC: 1005 SW 152nd St, Seattle 98166                      243-6844  
       RES: 32701 5th Av SW, Federal Way 98003                      838-5337

      LINDSEY, Barrett K. (1980) (Eileen)  
       Rector, Christ Church, Seattle  
       \*OFC: 1305 NE 47th St, Seattle 98105                      633-1611  
       RES: 1307 NE 70th St, Seattle 98115                      525-4459

      LOCKERBY, John B. (1958-1978) (1984)  
       Vicar, Grace Church, Lopez  
       \*OFC/RES: PO Box 277, Lopez 98261                      468-3477

R    LOFSTROM, Elmer M. (1950) (Agnes)  
       \*RES: 8627 46th Av SW, Seattle 98136                      935-0933

NS    LOONEY, Richard J. (1976) (Marion)  
       \*RES: 400 SW 297th St, Federal Way 98003                      839-0228

      LUDDEN, Carol (1984) (James)  
       Pike Market Ministry  
       \*OFC: 1926 Post Alley                      441-1814  
       RES: 4516 Latona Ave NE, Seattle 98105                      547-4031

      LUETHE, Robin L. (1965) (Lois)  
       Rector, Church of the Epiphany, Chehalis  
       \*OFC: PO Box 277, Chehalis 98532                      748-8232  
       RES: 177 NE Washington Av, Chehalis 98532                      748-6532

MADDUX, Donald J. (1964) (Carolyn)  
 Rector, St. David's Church, Shelton; St. Germain's, Hoodsport  
 \*OFC: PO Box 339, Shelton 98584 426-8472  
 RES: 710 W Cedar, Shelton 98584 426-2268

MANN, John (1970) (Joan)  
 Vicar, St. Peter's Church, Seaview; St. John's Church, South Bend  
 \*OFC: PO Box 268, Seaview 98644 (So Bend 875-5326) 642-3115  
 RES: PO Box 212, Seaview 98644 642-3540

MARTIN, Kevin (1984) (Sharon)  
 Rector, St. Luke's Church, Seattle  
 \*OFC: 5710 22nd Ave NW, Seattle 98107 784-3119  
 RES: 1921 NW 95th, Seattle 98117 789-6230

NP MATTERS, Richard B (1985) (Andrea)  
 Deacon, Trinity, Asheville, NC 28801  
 OFC: Church and Aston Sts, Asheville, NC 28801  
 \*RES: 466 Elk Mt Scenic Hwy, Asheville, NC 28804

McCULLOCH, Kent T (1985) (Marta Kay)  
 Rector, St. Mary's Church, Tacoma  
 \*OFC: 10630 Gravelly Lake Dr SW, Tacoma 98499 588-6621  
 RES: 11202 Tower Rd SW, Tacoma 98498 588-0173

MCDANIEL, Judith M. (1978) (Jack)  
 Associate Rector, St. John's Church, Olympia  
 \*OFC: 114 E 20th Ave, Olympia 98501 352-8527  
 RES: 2272 Lakemoor Dr, Olympia 98502 943-7261

R MCFARLAND, Robert D. (1948) (Lucille)  
 \*RES: 385 Mt Jupiter Dr SW, Issaquah 98027 392-7357

R MCGIRR, David (1963)  
 \*RES: 1019 Terry Ave # 415, Seattle 98104 467-8741

R MCKINNEY, J. Irwin (Canon of Honor, Hawaii) (1975) (Grace)  
 \*RES: 6720 E Greenlake Wy N, #437, Seattle 98103 523-6784

MCLAUCHLAN, H. Frederick (1970) (Rhoda)  
 Rector, Church of the Ascension, Seattle  
 \*OFC: 2330 Viewmont Wy W, Seattle 98199 283-3967  
 RES: 2224 W Viewmont Wy W, Seattle 98199 283-1108

NS MCNAUL, Robert G. (1984) (Ann)  
 Assisting Priest, Emmanuel Church, Mercer Island  
 Director, Intensive Outpatient Program  
 SW Community Alcohol Center, Burien  
 \*RES: 16622 14th Ave SW, Seattle 98166 242-1979  
 243-2182

NS METZLER, John (1978) (Anne)  
 Supply Priest, St. Luke's Church, Elma  
 \*RES: 1708 Yelm Rd SE, Olympia 98501 754-6165

NS	MIGHELL, John H. (1959) (Kay) OFC: PO Box 3332, Seattle 98114	325-2358
NS	MIKEL, Joseph F. (1983) (Cindy) Assisting Priest, Church of the Ascension, Seattle *RES: 8728 8th Ave W, Everett 98204	788-7112
R	MILLER, Hugh (1961) Priest-in-charge, St. James' Church, Cathlamet *MLG: PO Box 2061, Salem, OR 97308 RES: 370 Church St SE 3-C, Salem, OR 97301	(503)363-5599
	MILLER, Mark J. (1979) Vicar, St. Joseph-St. John's Church, Steilacoom 98388 *OFC: PO Box 548 Steilacoom, 98388 RES: 4407 76th Av W, Tacoma 98466	584-6143 565-1406
P	MILLER, Poland H. (1947) (Kathryn) *RES: 2424 36th Av W, Seattle 98199	283-9231
	MINIFIE, Thomas R. (1985) (Jennifer) Assistant, St. Luke's Church, Seattle *OFC: 5710 22nd Ave NW, Seattle 98107 RES: 8723 22nd Av NW, Seattle 98117	784-3119 789-9872
	MOORE, Peter C. (Canon of Honor, Indianapolis) (1981) (Mary) Rector, St. Paul's Church, Seattle *OFC: 15 Roy St, Seattle 98109 RES: 3290 Conkling Pl W, Seattle 98119	282-0786 285-9374
NS	MORGAN, Elaine L. (1984) (Robert) Deacon, All Saints' Church, Vancouver *RES: 20908 NE 67th Ave, Battle Ground, WA 98604	687-3581
	MURPHY, Thomas E. (1966) (Huberta) Rector, Holy Trinity Church, Hoquiam *OFC/RES: 212 4th St, Hoquiam 98550	532-5262
	NAKAYAMA, Timothy M. (1966) (Keiko) Rector, St. Peter's Church, Seattle OFC: 1610 S King St, Seattle 98144 *RES: 1601 S King St, Seattle 98144	323-5250 323-8125
NP	NEUHARDT, Kerry (1983) (Diana) Assistant, All Saints, Phoenix *MLG: 6300 N Central Av, Phoenix, AZ 85012	
NS	NEVILS, William H. P. (1969) *RES: PO Box 16267, Seattle 98116	935-2327
NP	NYE, Robert H. (1970) (Jeanann) *RES: 16017 SE 323rd St, Auburn 98002	939-5738



NP	O'DRISCOLL, Richard A. (1967) (Shade) *RES: 505 N 190th St, Seattle 98133	546-3777
	PARKER, Allan C., Jr. (1975) (Jean) Rector, Trinity Church, Seattle *OFC: 609 8th Ave, Seattle 98104 RES: 615 8th Ave, Seattle 98104	624-5337 623-0702
NS	PEARSON, J. Norris (1968) (Carole) *RES: 207 Champion St, Steilacoom 98388	588-3209
	PETERS, Mary Ann (1979) Vicar, St. Anne's Church, Camas-Washougal *OFC: PO Box 62, Washougal 98671 RES: 3224 F Pl, Washougal 98671	835-5301 835-3442
NS	PETERSON, Philip L. (1972) (Mary) Deacon, Trinity Church, Seattle *RES: 10045 45th Av NE, Seattle 98125	525-6161
R	PRATT, George Foster (Canon Missioner) (1951) (Chris) *RES: Box 173, Abbotsford, B.C., Canada V2S 4N8	(604)853-2583
R	PRICE, James E. (1950) (Hilda) *RES: 7875 97th Av SE, Snohomish 98290	568-2309
	RADCLIFFE, Ernest (1967) Vicar, St. Bede's Church, Port Orchard *OFC: 6878 Bethel-Burley Rd SE, Port Orchard 98366 RES: 3732 Colonial Ln, Port Orchard 98366	876-1182 876-8615
	RANKIN, Edward H. (1980) (Kara Lynn) Rector, St. Luke's Church, Vancouver *OFC: 426 E Fourth Plain Blvd, Vancouver 98663 RES: 5512 NW 8th Av, Vancouver 98663	696-0181 696-1634
	RAYMOND, Clinton F., Jr. (1976) (Lynda) *RES: 12912 2nd St SE, Lake Stevens 98258	334-8737
NP	REDDELL, Ronald K. (1976) (Kay) *RES: 807 Mason, Bellingham 98225	734-2124
	RHODES, Robert W. (1974) (Rita) Vicar, Church of the Good Shepherd, Vancouver *OFC: 805 SE Ellsworth Av, Vancouver 98664 RES: 717 Santa Fe Dr, Vancouver 98661	892-7770 693-1916
NP	RIKER, Barbara D. (1978) (William) Grace Church, 5501 Hamilton Ave, Cincinnati, OH 45224 *RES: PO Box 37, Lopez 98261 (summers)	

NP	RODGERS, Stephen M. (New York) Chaplain, Charles Wright Academy OFC: 7723 Chambers Crk Rd, Tacoma 98467 RES: 823 No K St, Tacoma 98405	564-2171 782-2381
NS	ROGERS, Henry S. (1975) (Helen) Priest-in-Charge, St. Clare's Church, North Bend *RES: 2610 110th Av NE, Bellevue 98004	822-3003
	ROSS, H. Stewart (1973) (Jean) Assisting Priest, Trinity Church, Everett *RES: 1301 Grand Av, Everett 98201	252-4964
NP	ROWLAND, Richard M. (1973) *RES: 1334 McAllister, San Francisco CA 94115	(415)563-3047
R	SALTER, J. Burton (1950) (Kathryn) *RES: 12202 122nd St E, #30, Puyallup 98374	845-3987
R	SAMUELSON, Clifford L. (1935) (Elizabeth) *RES: Breen Road, Watch Hill, RI 02891	
	SCHAEFFER, John G. (1954) (Lorrie LaBranche) Rector, St. Luke's Church, Renton *OFC: 99 Wells Av S, Renton 98055 RES: 1827 SE 18th Pl, Renton 98055	255-3323 255-7232
R	SCHREINER, Charles F., Ph.D. (1972) (Blanny) *RES: 3690 Woods Rd E, Port Orchard 98366	871-3013
NS	SCOVELL, Dean H. (1971) (Dorothy) Assisting Priest, St. Luke's Church, Renton *RES: 505 Mt. Olympus Dr SW, Issaquah 98027	392-5938
	SEAMAN, Henry F. (1967) (Page) Vicar, Church of the Good Shepherd, Federal Way *OFC: PO Box 3108, Federal Way 98063-3108 RES: 29500 11th Pl S, Federal Way 98063	839-6100 839-4635
NS	SELL-LEE, William (California) (1982) (Sandra) Interim, Epiphany Church, Seattle OFC: 1807 38th Ave, Seattle 98122 *RES: PO Box 10947, Bainbridge Island 98110	324-2573 842-8078
NS	SHELDON, George M. (1975) (Joan) Supply Priest, St. Mark's Church, Montesano RES: 6708 Miner Dr SW, Tumwater 98502	754-6254
NS	SHERMAN, Guy C. (1973) (Dianne) Assisting Priest, Trinity Church, Everett *RES: 1014 Hoyt Av, Everett 98201	Ofc 339-2444 252-2238
NS	SHIVELEY, John P. (1976) (Dorothy) Deacon, St. Dunstan's of the Highlands Parish, Seattle *RES: 118 N 178th St, Seattle 98133	363-4319 542-3448

NP	SKANSE, Oliver B. (1968) (Lois) Chaplain, St. John's Episcopal School *MLG: 911 Marine Dr, Tumon Bay, Guam 96911	
NS	SLEE, John L. F. (1977) (Betty) *RES: 3436 14th Av S, Seattle 98144	Ofc 931-3910 325-2559
	SMITH, Don L. (1981) (Pat) Rector, St. Paul's Church, Mount Vernon *OFC: 18th and Kincaid, Mount Vernon MLG: PO Box 1142, Mount Vernon 98273 RES: 2119 Trumpeter, Mount Vernon 98273	424-1822 424-9117
	SMITH, John R., Jr. (1983) (Kathleen) Assistant, St. Paul's Church, Seattle *OFC: 15 Roy St, Seattle 98109 RES: 10050 12th Av SW, Seattle 98146	282-0786 763-7227
	SMITH, Homer H. (1968) (Iris) Rector, St. Luke's Church, Sequim *OFC: PO Box 896, Sequim 98382 RES: 125 Stone Rd, Sequim 98382	683-4862 683-5840
NS	SNODGRASS, Marilyn S. (1978) Deacon, St. Bede's Church, Port Orchard *RES: 8406 Dogwood Ln, Gig Harbor 98335	858-3285
NS	SNOW, PETER D. (1984) (Karen Merriam) Assisting Priest, Church of the Resurrection, Bellevue *RES: 1421 42nd Ave E, Seattle 98112	329-8571
	SNYDER, Kenneth M. (1964) (Charlesta) Vicar, St. Columba's Church, Des Moines OFC: 2031 S 216th St, Seattle 98188 *RES: 6023 121st Av SE, Bellevue 98006	824-1966 746-9296
	SONNESYN, Roger (1984) (Trieia) Assistant, St. James Church, Kent *OFC: PO Box 156, Kent 98031 RES: 26508 173rd Pl SE, Kent 98042	852-4450 631-2744
	STASNEY, Jon S. (1979) (Dale) Associate, St. Thomas' Church, Medina *OFC: PO Box 124, Medina 98039 RES: 8830 NE 28th St, Bellevue 98004	454-9541 453-0962
	STERLING, Edward A. (1979) (Margaret) Vicar, St. Catherine's Church, Enumclaw OFC: PO Box 66, Enumclaw 98022 *RES: 3762 Palisades Pl W, Tacoma 98466	825-1544 565-5137
NP	STEWART, Daniel R. (LCDR CHC USNR) (1969) (Jill) *OFC: Station Chapel, MCAS Kaneohe Bay, HI 96863 RES: 515 B Keolu Dr, Kailua, HI 96734	808-257-2128 808-262-2177

	STEWART, Ralph R. (1980) (Mary) Rector, St. John the Baptist Church, Seattle *OFC: 4210 SW Hanford St, Seattle 98116 RES: 8835 41st Av SW, Seattle 98136	937-4545 932-6631
R	STEWART, Stuart (1971) (Debby) *RES: 9414 Division Ln SW, Tacoma 98499	582-4193
R	STOCKWELL, Norman E. (1962) (Jane) *RES: 2804 Halverson Av, Bremerton 98310	377-7728
	STORM, David A. (1967) Rector, St. Andrew's Church, Port Angeles *OFC: PO Box 609, Port Angeles 98362 RES: 119 Viewcrest Dr, Port Angeles 98362	457-4862 457-7251
	TAYLOR, Michael S. (1972) (Judy) Priest-in-Charge, St. Timothy's Church, Yelm *OFC: PO Box 1109, Yelm 98597	458-5289
NS	TAYLOR, Patricia L. (1984) (James) Deacon, Church of the Epiphany, Seattle *RES: 1504 NW 188th St, Seattle 98177	324-2573 542-1446
NS	TEETER, Laurence (1977) (Janice) Assisting Priest, Church of the Good Shepherd, Federal Way *RES: 3824 21st St NE, Puyallup 98371	863-8035
	TENCH, Jack M. (1969) (Joan) Rector, St. Stephen's Church, Oak Harbor *MLG: Box 1800, Oak Harbor 98277 OFC: 7163 70th Av NE, Oak Harbor 98277 RES: 7420 750th Av W, Oak Harbor 98277	679-3431 679-1746
	TENNIS, C. Cabell (1972) (Hyde) Dean, St. Mark's Cathedral, Seattle *OFC: 1245 10th Av E, Seattle 98102 RES: 1429 E Prospect St, Seattle 98112	323-0300 329-7578
	TOLL, Richard K. (Oregon) (Elaine) Canon of Honor, Diocese of Olympia St. John's Church, 2036 Jefferson, Milwaukie, OR 97222	
	TOMTER, Patrick A. (1968) (Evelyn) Rector, Christ Church, Tacoma *OFC: 310 N "K" St, Tacoma 98403 RES: 3705 N Proctor, Tacoma 98407	383-1569 759-1483
	TRUITT, L. Walter (1964) Vicar, St. Paul's Church, Port Townsend *MLG: PO Box 753, Port Townsend 98368 OFC/RES: 1020 Jefferson St, Pt. Townsend	385-0770

R	TWITCHELL, R. Norris (1980) (Isabel) Assisting Priest, St. Thomas' Church, Medina *RES: 14041 109th Av NE, Kirkland 98034	821-8716
R	VANCE, John R. B. (1965) (Margaret) *RES: 3621 N 18th St, Tacoma 98406	752-8976
NS	VAN ETTEN, Albert K. (1965) (Barbara) Deacon, Christ Church, Puyallup *RES: 517 15th Av SE, Puyallup 98371	845-8501
	VICENT, S. Jose (1970) (Barbara) Rector, St. John's Church, Snohomish *OFC: 913 Second St, Snohomish 98290 RES: 13004 47th Ave SE, Everett 98204	568-4622 337-6852
	VRUWINK, John H. (1969) (Erma) Rector, St. Thomas' Church, Medina *OFC: PO Box 124, Medina 98039 RES: 1017 NE 84th Av, Medina 98039	454-9541 454-1095
NS	WALKER, John F. (1981) (Jean Wharton) OFC: 4029 40th St NW, Oak Harbor 98277 *RES: 1312 E Blackberry Ln, Oak Harbor 98277	675-3888 Answ Srvc 675-8882
R	WANAMAKER, Douglas R. (1968) (Clara Louise) *PES: PO Box 3087, Federal Way 98063-3087	(unlisted)
NS	WAPPLER, Harry (1977) (Mary) OFC: KIRO TV, 3rd and Broad, Seattle 98121 *RES: 2125 First Av #2101, Seattle 98121	624-7077
R	WEBB, W. Robert (1947) (Carol) *RES: 18384 Ridgefield Rd NW, Seattle 98177	542-4870
	WENDFELDT, Stephen (1984) (Kathy) Priest-in-charge, St. Antony of Egypt, Silverdale *OFC: PO Box 2822, Silverdale 98383 RES: 11514 Chadwick Court, Bainbridge Island 98110	842-5461
R	WEST, Johnson (1951) (June) *RES: PO Box 47, Olga 98279	376-4748
R	WESTLING, Delbert S. (1985) (Doris) Interim Vicar, St. Aidan's Church, Camano Island *RES: 1515 6th Ave W #301, Seattle 98119	282-0941
R	WHITE, Harry (1980) *RES: 11613 SE 7th #244, Vancouver, WA 98664	642-2507
R	WILL, Robert C. (1975) (Marion) Deacon, St. John's Church, Olympia *RES: 2500 S 370th St, #253, Federal Wy 98003	952-4649
	WILLIAMS, Hollis R., Jr. (1985) (Katherine) Rector, Trinity Church, Everett *OFC: 2301 Hoyt Ave, Everett 98201	252-4129

WILSON, George S. (1976)  
 Rector, St. Alban's Church, Edmonds  
 \*OFC: 21405 82nd Pl W, Edmonds 98020 778-0371  
 RES: 21628 98th W, Edmonds 98020 776-3582

NP WILTON, G. W. Paul (1977) (Daniele)  
 Chaplain, Pastures Hospital  
 \*RES: 66 Chestnut Av, Mickleover/Derby DE3 5DQ, England U.K.

WINN, John B. (1959) (Ann)  
 Archdeacon, Pierce County and Peninsula Archdeacons  
 Vicar, All Saints' Church, Tacoma  
 \*OFC: 205 96th St E, Tacoma 98445 537-2970  
 RES: 5106 236th Crt E, Graham 98338 847-4928

WOLFE, V. Eugene (1973) (Nancy)  
 Priest-in-charge, St. Clement's Church, Seattle 324-3072  
 Chaplain, Puget Sound Maritime Ministry  
 OFC: 2330 1st Av, Seattle 98121 441-1622  
 \*RES: 5064 Beach Dr SW, Seattle 98136 932-1559

YIP, Paul K. (1985) (Yvonne)  
 Vicar, St. James Church, Seattle Home 778-7460  
 \*MLG: PO Box 3292, Seattle 98114 624-2644

NP YOUNGE, Richard, Ph.D. (1980) (Edith)  
 Interim Vicar, St. David's Church, Seattle  
 Chaplain, CCM, University of Washington  
 \*OFC: 4525 19th Av NE, Seattle 98105 524-7900  
 RES: 4832 52nd Av S, Seattle 98118 723-5995

NS YUNKER, Richard W., D.D.S. (1971) (Sue)  
 Assisting Priest, Church of the Good Shepherd, Vancouver  
 \*OFC: 3603 Main St, Suite 103, Vancouver 98663 695-7851  
 RES: 5200 NW Cherry St, Vancouver 98663 694-5054

ZIMMERMAN, Curtis (Canon of Honor, Hawaii) (1979)  
 Rector, Christ Church, Puyallup  
 \*OFC: 210 5th St SW, Puyallup 98371 848-2323  
 RES: 301 21st St NW, Puyallup 98371 845-1581



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LICENSED CLERGY

AINSLEY, Herbert W. (New Westminster) (Margaret)	
Assisting Priest, St. Stephen's Church, Seattle	522-7144
*RES: 20802 7th Pl S, Des Moines, 98148	878-5779
 BAYLES, Richard A. (Spokane) (Sharon)	
*RES: 9908 S Evergreen Highway, Vancouver 98664	693-9286
 BOYD, William D. (Virginia) (Elizabeth)	
*RES: 15804 NE 67th Pl, Redmond 98052	881-3096
 DILLS, R. Scott (Spokane) (Eleanor)	
OFC: 2211 E Madison, Seattle 98112	447-2378
*RES: 919 21st Av E, Seattle 98112	329-6192
 DOBSON, Thomas E. (Oregon)	
*MLG: PO Box 20806, Seattle 98102	
RES: 1356 E Olive Way #1, Seattle 98122	340-1944
 ELLIOTT, Joseph W. (No. California) (Billie)	
Vicar, St. Christopher's Church, Westport	
OFC: PO Box 1248, Westport 98595	
*RES: 1008 300th Pl, Ocean Park 98640	665-5977
 FERRY, Daniel H. (Arizona)	
Assisting Priest, Church of the Ascension, Seattle	
*RES: 322 N 134th St #4-4, Seattle 98133	364-3766
 FLUCK, Paul (Church of England) (Sandra)	
RES: 19924 19th Ave NE #106, Seattle 98155	365-2521
 HITCHCOCK, Edwin (Spokane) (Edie)	
Interim, St. Dunstan's Church, Seattle	
*RES: 3020 22nd Av W, Seattle 98199	285-0342
 R HUBBARD, H. Winfield (Spokane) (Phyllis)	
*MLG: Route 2, Box 468, Vashon 98070	463-5043
 HUNTER, Walcott W. (Fond du Lac) (Teri-Lea)	
Deacon, St. Thomas, Medina	
*OFC: PO Box 124, Medina 98039	454-9541
RES: 4331 Lake Washington Blvd NE #7205, Kirkland 98033	822-8750

INLOW, E. Burke Ph.D. (Pennsylvania) (Louise)	
*RES: 2340 Magnolia Blvd W, Seattle 98199	282-3802
LEWIS, Meg (Hawaii) (Capt. Harold)	
Deacon, NAVSTA Qtrs. A, Seattle 98115	527-7008
NEILL, James R., III, CDR CHC USN (W. North Carolina) (Fiona)	
Chaplain's Office, U.S.S. Sacramento (AOE 1)	
FPO Seattle, WA 98799-3012	
*RES: 1621 Morang Road, Qtrs. U, PSNS Bremerton 98310	479-1802
NEMES, John D. (Minnesota) (Libby)	
OFC: National Energy Industries Corp	
10504 NE 37th Circle Suite 7B, Kirkland 98033	828-4454
*RES: 16920 SE 40th Place, Bellevue 98008	643-5093
NEWCOMB, Blair D. (Oklahoma) (Dr. Stephen S. Mick)	
*RES: 9004 W Shorewood Dr #523, Mercer Island 98040	236-1225
NICHOLS, Robert (South Adelaide, Australia)	
*RES: Star Route #95, Eastsound 98245	
RODGERS, Stephen M. (New York)	
Chaplain, Charles Wright Academy	
OFC: 7723 Chambers Crk Rd, Tacoma 98467	564-2171
RES: 823 No K St, Tacoma 98405	782-2381
THOMPSON, Walter (Newark) (Joann)	
*RES: 2114 3rd Av W, Seattle 98119	284-8889

# CHURCH DIRECTORY

<u>Convocation</u>						
<u>Designations</u>	Central	C	Overlake	O	Seattle South	SS
	Northern	N	Peninsula	PN	Seattle North	SN
	Pierce County	PC	Southern	S	South King	SK

<u>Location</u>	<u>Church &amp; Address</u>	<u>Convoc</u>	<u>Phone No. &amp; Clergy</u>
Aberdeen	St. Andrew 400 E 1st St, Aberdeen 98520	C	533-2511
Allyn	St. Hugh Allyn 98524	PN	275-3177 The Rev. Alan Jordan
Anacortes	Christ Church 1216 7th St, Anacortes 98221	N	293-5790 The Rev. Raymond E. Gayle
Auburn	St. Matthew 123 L St NE, Auburn 98002	SK	833-0890 The Rev. J. Reginald Butt
Bainbridge Island	St. Barnabas Wyatt Av at head of Bay MLG: PO Box 10207, Bainbridge Island 98110	PN	842-5601 The Rev. David Heaney The Rev. Randal B Gardner
Bellevue	Church of the Resurrection 15220 Main St, Bellevue 98007	O	746-0322 The Rev. John P. Lambert The Rev. Peter Snow
Bellevue	St. Margaret 4228 128th Ave SE, Bellevue 98006	O	746-6650 The Ven. Wallace E. Bristol The Rev. John Nemes
Bellingham	St. Paul 2117 Walnut St, Bellingham 98225	N	733-2890 The Rev. E. John Langlitz
Blaine	Christ Church (Whatcom Co. Mission) 4th and Boblett St, Blaine 98230 MLG: 1402 8th St, Anacortes 98221	N	293-2961 (Anacortes) The Rev. Hugh Barnes, Priest-in-charge
Bremerton	St. Paul 700 Callahan Dr MLG: PO Box 2172, Sheridan Park Station, Bremerton 98310	PN	377-0106 The Rev. Norman S. Johns The Rev. John Lane
Burien	St. Elizabeth 1005 SW 152nd St, Seattle 98166	SK	243-6844 The Rev. Jon M. Lindenauer
Camano Island	St. Aidan Land's Hill, 1-1/2 miles west of Stanwood MLG: PO Box 145, Stanwood 98292	N	629-3969 The Rev. Delbert Westling, Interim Vicar

<u>Location</u>	<u>Church &amp; Address</u>	<u>Convoc</u>	<u>Phone No. &amp; Clergy</u>
Camas- Washougal	St. Anne 2350 B St, Washougal MLG: PO Box 62, Washougal 98671	S	835-5301 The Rev. Mary Ann Peters
Castle Rock	St. Matthew Studebaker Av, Castle Rock 98611	S	423-5600 (Longview) The Rev. Donald G. Brown The Rev. Kimbrough Besheer The Rev. John Glase
Cathlamet	St. James The Old Highway, Cathlamet 98612	S	(503)363-5393 (Salem, OR) The Rev. Hugh Miller
Centralia	St. John Main and Rock Streets MLG: PO Box 503, Centralia 98531	S	736-6991 The Rev. Marshall J. Ellis
Chehalis	Church of the Epiphany 18th and Sniveley Streets MLG: PO Box 277, Chehalis 98532	S	748-8232 The Rev. Robin L. Luethe
Darrington	Church of the Transfiguration Commercial and Riddle Streets, Darrington 98241	N	676-9843 (Bellingham) The Rev. Charles Hunter
Des Moines	St. Columba 2031 S 216th St, Seattle 98188	SK	824-1966 The Rev. Kenneth Snyder
Edmonds	St. Alban 21405 82nd Pl W, Edmonds 98020	SN	778-0371 The Rev. George S. Wilson
Elma	St. Luke Division and W Young MLG: PO Box 1294, Elma 98541	C	482-3231 The Rev. John Metzler, Supply
Enumclaw	St. Catherine Marion and Washington Streets MLG: PO Box 66, Enumclaw 98022	SK	825-1544 The Rev. Edward A. Sterling
Everett	Trinity 2301 Hoyt Av, Everett 98201	N	252-4129 The Rev. Hollis Williams The Rev. L. Wayne Bond The Rev. Guy C. Sherman The Rev. H. Stewart Ross
Everson	St. John (Whatcom County Mission) PO Box 4461, Everson 98247	N	293-2961 (Anacortes) The Rev. Hugh Barnes
Federal Way	Church of the Good Shepherd S 312th and 4th Av S MLG: PO Box 3108, Fed Way 98063-3108	SK	839-6100 The Rev. Henry F. Seaman The Rev. John T. Ledger, Jr. The Rev. Laurence Teeter

<u>Location</u>	<u>Church &amp; Address</u>	<u>Convoc</u>	<u>Phone No. &amp; Clergy</u>
Forks	St. Swithin Mission of St. Andrew's, Pt. Angeles Meeting in homes (see Pt. Angeles)	PN	457-4862 (Pt. Angeles) The Rev. David Storm
Freeland	St. Augustine-in-the-Woods 5217 Honeymoon Bay Rd MLG: PO Box 11, Freeland 98249	N	321-4887 The Ven. William M. Burnett
Friday Harbor	St. David 760 Park St, Friday Harbor 98250	N	378-5622 The Rev. Edward D. Leche
Gig Harbor	St. John 7701 46th Av NW, Gig Harbor 98335	FC	858-3777 The Rev. Richard French, Interim
Hoodsport	St. Germain N 600 Lake Cushman Rd MLG: PO Box 222, Hoodsport 98548	C	877-9879 The Rev. Donald J. Maddux (see Shelton)
Hoquiam	Holy Trinity 212 4th St, Hoquiam 98550	C	532-5262 The Rev. Thomas E. Murphy
Issaquah	St. Michael and All Angels 2nd and Darst MLG: PO Box 1319, Issaquah 98027	O	392-3215 The Rev. Laura C. Fraser
Kenmore	Church of the Redeemer 62nd NE and NE 182nd MLG: PO Box 677, Kenmore 98028	SN	486-3777 The Rev. John F. Fergusson The Rev. Walter Knowles
Kent	St. James 24447 94th Av S MLG: PO Box 156, Kent 98032	SK	852-4450 The Rev. John L. Gretz The Rev. Jack N. Bigford The Rev. Roger Sonnesyn
Kirkland	St. John 105 State St MLG: Box 514, Kirkland 98033	O	827-3077 The Rev. Robert E. Dunn The Rev. Jacqueline Dickson The Rev. Geoffrey F. Ethelston
Lacey	St. Benedict PO Box 3811, Lacey 98503	C	456-5908 The Rev. John W. Gibbs
Longview	St. Stephen 1428 22nd Av, Longview 98632	S	423-5600 The Rev. Donald G. Brown The Rev. Kimbrough Besheer The Rev. John P. Glase
Lopez Island	Grace Church Humphrey Head MLG: PO Box 277, Lopez Island 98261	N	468-3477 The Rev. John Lockerby
Maple Valley	St. George 24231 Witte Rd SE across from elementary school MLG: PO Box 376, Maple Valley 98038	SK	432-0389 The Rev. Kenneth Anderson

<u>Location</u>	<u>Church &amp; Address</u>	<u>Convoc</u>	<u>Phone No. &amp; Clergy</u>
Marysville	St. Philip 4312 84th St NE, Marysville 98270	N	659-1727 Interim
Meadowdale	St. Hilda-St. Patrick 15224 52nd Ave W, Edmonds 98020	N	743-4655 The Rev. Marianne Bogel
Medina	St. Thomas 84th NE and NE 12th Sts MLG: PO Box 124, Medina 98039	O	454-9541 The Rev. John H. Vruwink The Rev. Jon S. Stasney The Rev Walcott Hunter The Rev. R. Norris Twitchell
Mercer Island	Emmanuel 4400 86th Av SE, Mercer Isl 98040	O	232-1572 The Rev. H. Camp Gordinier The Rev Robert McNaul
Mill Creek	St. Francis 13715 Bothell Highway Mill Creek 98012	N	745-6552 The Rev. Robert L. Bethea
Monroe	Church of Our Saviour 329 S. Lewis St MLG: PO Box 99, Monroe 98272	N	794-4816 The Rev. David J. Gunderson
Montesano	St. Mark 124 Sylvia N MLG: PO Box 607, Montesano 98563	C	249-3281 The Rev George Sheldon, Supply
Mount Vernon	St. Paul 18th and Kincaid Sts MLG: PO Box 1142, Mt. Vernon 98273	N	424-1822 The Rev. Don L. Smith
North Bend	St. Clare MLG: 2610 110th Ave NE, Bellevue 98004	O	822-3003 The Rev. Henry Rogers
Oak Harbor	St. Stephen 7163 70th Av NE, Oak Harbor 98277 MLG: Box 1800, Oak Harbor 98277	N	679-3431 The Rev. Jack M. Tench The Rev. Michael Jarvis
Olympia	St. Christopher Rt 1, Manzanita Rd Steamboat Island Area MLG: PO Box 6235, Olympia 98502	C	866-2111 The Rev. Robert Biever
Olympia	St. John 114 E 20th Av, Olympia 98501	C	352-8527 The Rev. James H. Blundell The Rev. Judith McDaniel The Rev. John Metzler The Rev. Robert Will
Orcas Island	Emmanuel Eastsound MLG: PO Box 8, Eastsound 98245	N	376-2352 The Rev. Robert W Howell, Jr.



<u>Location</u>	<u>Church &amp; Address</u>	<u>Convoc</u>	<u>Phone No. &amp; Clergy</u>
Port Angeles	St. Andrew 510 E Park St MLG: PO Box 609, Pt Angeles 98362	PN	457-4862 The Rev. David A. Storm
Port Gamble	St. Paul (Chapel of St. Charles, Poulsbo) Main St (Hwy), Port Gamble MLG: PO Box 446, Poulsbo 98370	PN	779-3524 (Poulsbo) The Rev. Joseph P. Carney The Rev. Allan Hall
Port Orchard	St. Bede 6878 Bethel-Burley Rd SE Port Orchard 98366	PN	876-1182 The Rev. Ernest Radcliffe The Rev. Marilyn Snodgrass
Port Townsend	St. Paul 1020 Jefferson St MLG: PO Box 753, Pt Townsend 98368	PN	385-0770 The Rev. L. Walter Truitt
Poulsbo	St. Charles 20295 Little Valley Rd MLG: PO Box 446, Poulsbo 98370	PN	779-3524 The Rev. Joseph P. Carney
Puyallup	Christ Church 210 5th St SW, Puyallup 98371	PC	848-2323 The Rev. Curtis Zimmerman The Rev. Albert K. Van Etten
Redmond	Church of the Holy Cross 11526 162nd Av NE MLG: PO Box 304, Redmond 98073	O	885-5822 The Rev. Charles B. Atcheson
Renton	St. Luke 99 Wells Av S, Renton 98055	SK	255-3323 The Rev. John G. Schaeffer The Rev. Dean H. Scovell
Rockport	St. Martin - St. Francis 100 Mile Post, Hwy 20 MLG: PO Box 128, Sedro Woolley 98284		855-0040 (Sedro-Woolley) The Rev. David W. Close
Seattle	All Saints 5150 S Cloverdale St, Seattle 98118	SS	721-0285 The Rev. J. William Bertolin
Seattle	Church of the Ascension 2330 Viewmont Wy W, Seattle 98199	SS	283-3967 The Rev. H. Frederick McLaughlan The Rev. Daniel Ferry
Seattle	Christ Church 1305 NE 47th St, Seattle 98105	SN	633-1611 The Rev. Barrett K. Lindsey The Rev. Dotti H. Enslow The Rev. William Landram
Seattle	Church of the Epiphany 1807 38th Av, Seattle 98122	SS	324-2573 The Rev. William Sell-Lee, Interim The Rev. E. Michael C. Jackson The Rev. David H. Jackson The Rev. Patricia Taylor

<u>Location</u>	<u>Church &amp; Address</u>	<u>Convoc</u>	<u>Phone No. &amp; Clergy</u>
Seattle	Pike Market Ministry 1926 Post Alley, Seattle 98101	SS	441-1814 The Rev. Carol Ludden
Seattle	St. Andrew 111 NE 80th St, Seattle 98115	SN	523-7476 The Rev. Stanley G. Fowler, Jr. The Rev. Paul Collins
Seattle	St. Clement 1501 32nd Av S, Seattle 98144	SS	324-3072 The Rev. V. Eugene Wolfe
Seattle	St. David 18842 Meridian Av N, Seattle 98133	SN	364-4860 The Rev. Richard Younge, Interim
Seattle	St. Dunstan (The Highlands Parish) 722 N 145th St Florence Henry Memorial Chapel, The Highlands MLG: Box 33029, Seattle 98133	SN	363-4319 The Rev. Edwin Hitchcock, Interim The Rev. John P. Shiveley
Seattle	St. George 2212 NE 125th MLG: PO Box 25535, Seattle 98125	SN	362-2747 The Rev. Charles A. Forbes, Jr.
Seattle	St. James of Jerusalem Trinity Church, Seattle MLG: PO Box 3292, Seattle 98114	SS	624-2644 The Rev. Paul Yip
Seattle	St. John the Baptist 4210 SW Hanford St, Seattle 98116	SS	937-4545 The Rev. Ralph R. Stewart The Rev. Kenneth Grabinski
Seattle	St. Luke 5710 22nd Av NW, Seattle 98107	SN	784-3119 The Rev. Kevin E. Martin The Rev. Tom R. Minifie The Rev. Robert Blessing The Rev. John Slee
Seattle	St. Margaret (White Center) 2440 SW Roxbury, Seattle 98106	SK	767-5150 The Rev. Susan Creighton
Seattle	St. Mark's Cathedral 1245 10th Av E, Seattle 98102	SS	323-0300 The Very Rev. C. Cabell Tennis The Very Rev. John C. Leffler The Rev. Canon Carla Berkedal The Rev. Canon John Huston
Seattle	St. Paul 15 Roy St, Seattle 98109	SS	282-0786 The Rev. Peter C. Moore The Rev. John R. Smith, Jr.
Seattle	St. Peter 1610 S King St, Seattle 98144	SS	323-5250 The Rev. Timothy M. Nakayama

<u>Location</u>	<u>Church &amp; Address</u>	<u>Convoc</u>	<u>Phone No. &amp; Clergy</u>
Seattle	St. Stephen 4805 NE 45th St, Seattle 98105	SN	522-7144 The Rev. Michael W. Creighton The Rev. Stephen R. Garratt The Rev. Herbert W. Ainsley
Seattle	Trinity 609 8th Av, Seattle 98104	SS	624-5337 The Rev. Allan C. Parker, Jr. The Rev. Philip L. Peterson
Seaview	St. Peter Fourth St MLG: PO Box 268, Seaview 98644	C	642-3115 The Rev. John Mann
Sedro Woolley	St. James State and Puget Sts MLG: PO Box 128, Sedro Woolley 98284	N	855-0040 The Rev. David W. Close
Sekiu	St. Jerome Mission of St. Andrew's, Pt. Angeles Meeting in homes (see Pt. Angeles)	PN	457-4862 (Port Angeles) The Rev. David Storm
Sequim	St. Luke N Sequim Av and Spruce St MLG: PO Box 896, Sequim 98382	PN	683-4862 The Rev. Homer H. Smith The Rev. Allan Hall
Shaw Island	St. Thomas Little Red School House MLG: 760 Park St, Friday Hrbr 98250	N	378-2282 (Friday Harbor) The Rev. Edward Leche
Shelton	St. David of Wales 4th and Cedar Sts MLG: PO Box 339, Shelton 98584	C	426-8472 The Rev. Donald J. Maddux
Silverdale	St. Antony of Egypt 10239 Old Frontier Rd. MLG: PO Box 2822, Silverdale 98383		The Rev. Stephen Wendfeldt, Priest-in-charge
Snohomish	St. John 913 Second St, Snohomish 98290	N	568-4622 The Rev. S. Jose Vicent
South Bend	St. John 501 Cowlitz St MLG: PO Box 268, Seaview 98644	C	642-3115 (Seaview) South Bend 875-5326 The Rev. John Mann
Steilacoom	St. Joseph-St. John 1111 Old Military Rd SW MLG: PO Box 548, Steilacoom 98388	PC	584-6143 The Rev. Mark J. Miller
Tacoma	All Saints 205 96th St E, Tacoma 98445	PC	537-2970 The Ven. John B. Winn
Tacoma	Christ Church 310 N "K" St, Tacoma 98403	PC	383-1569 The Rev. Patrick A. Tomter The Rev. Clark Berge

<u>Location</u>	<u>Church &amp; Address</u>	<u>Convoc</u>	<u>Phone No. &amp; Clergy</u>
Tacoma	Holy Family of Jesus 6800 Eastside Dr NE, Tacoma 98422	PC	927-9808 (St. Matthew, Tacoma) The Right Rev. David Cochran Mr. Moeung Mom, Lay Pastor
Tacoma	St. Andrew 1201 S Jackson St, Tacoma 98465	PC	564-4402 The Rev. West R. Davis
Tacoma	St. Luke 3615 N Gove St, Tacoma 98407	PC	759-3534 The Rev. George L. King
Tacoma	St. Mary (Lakewood) 10630 Gravelly Lk Dr SW, Tac. 98499	PC	588-6621 The Rev. Kent T. McCulloch
Tacoma	St. Matthew 6800 Eastside Dr NE, Tacoma 98422	PC	927-9808 The Rev. Douglas J. Hadley
Tahuya	St. Nicholas (Hood Canal) PO Box 101 Tahuya 98588	PN	275-3177 (Belfair) The Rev. Alan Jordan
Vancouver	All Saints 2100 NW 99th St, Vancouver 98665	S	573-8106 The Ven. Robert L. Christie
Vancouver	Church of the Good Shepherd 805 SE Ellsworth Av, Vanc 98664	S	892-7770 The Rev. Robert W. Rhodes The Rev. Richard W. Yunker
Vancouver	St. Luke 426 F Fourth Plain Blvd, Vanc 98663	S	696-0181 The Rev. Edward H. Rankin The Rev. Orme S. Kellett
Vashon Island	Church of the Holy Spirit Main Rd, N of Vashon MLG: PO Box 508, Vashon 98070	SS	567-4488 The Rev. Stephen J. Gehrig
Westport	St. Christopher W Spokane Av MLG: PO Box 1248, Westport 98595	C	665-5977 (Ocean Park) The Rev. Joseph Elliott
Yelm	St. Timothy PO Box 1109, Yelm 98597	C	458-5289 (res) The Rev. Michael Taylor



MINUTES OF THE 75TH ANNUAL CONVENTION  
OF THE  
DIOCESE OF OLYMPIA  
NOVEMBER 8 - 9, 1985

Agenda Item 85/18

November, 8, 198

- |  |   |
|--|---|
| 1. DEVOTIONS                                   | Bishop Cochrane led the convention in prayers for the church the world and the work of the convention.  |
| 2. CALL TO ORDER                               | The 75th Annual Convention of the Diocese of Olympia was called to order by the Rt. Rev. Robert Hume Cochrane, D.D., Bishop of Olympia, at 8:40 AM, Friday, November 8, 1985, in St. Mark's Cathedral.                      |
| CERTIFICATION OF QUORUM                        | The Ven. Paul E. Langpaap, Secretary of Convention, certified the presence of a quorum of clergy and lay delegates.   |
| 3. ELECTION OF SECRETARIES                     | The Ven. Paul E. Langpaap was nominated as Secretary of Convention. Nomination was seconded. Motion was made to close nominations and request the secretary to cast a unanimous ballot. Motion seconded and <u>passed</u> . |
| APPOINTMENT OF ASSISTANT SECRETARIES           | Secretary Langpaap appointed the following people to serve as Assistant Secretaries to Convention: The Rev. Timothy Nakayama, Mrs. Betsy Greenman, Mrs Ruth Adams and Mrs. Clara Sayles.                                    |
| 4. APPOINTMENT OF CHANCELLOR                   | Bishop Cochrane appointed the Honorable DeWitt Williams, Esq., as Chancellor of the Diocese. Motion was made, seconded and <u>passed</u> to approve the appointment.  |
| 5. REPORT OF COMMITTEE ON DISPATCH OF BUSINESS | Miss Mary Drew, Chair of the Committee on Dispatch of Business moved adoption of report 85/18, ORDER OF BUSINESS. Motion was seconded and <u>passed</u> to accept the agenda as presented.                                  |

ORDER OF BUSINESS

Friday, November 8, 1985

Reference

- |                  |  |       |
|------------------|--|-------|
| 8:30 - 9:00 a.m. | 1. Devotions   |       |
|                  | 2. Call to Order and Certification of Quorum   |       |
|                  | 3. Election of Secretary; Appointment of Assistant Secretaries                             |       |
|                  | 4. Appointment of Chancellor   |       |
|                  | 5. Report of Committee on Dispatch of Business   | 85/18 |
|                  | - Miss Mary S. Drew  |       |
|                  | 6. Appointment of Committees and Commissions   | 85/2  |
|                  | 7. Episcopal Nomination - Trial Court  |       |
|                  | 8. Report of the Committee on Privilege  | 85/27 |
|                  | - The Rev. Stephen Garratt   |       |
|                  | 9. Report of the Committee on Admission of New Parishes and Missions - Mrs. George Shipman | 85/4  |
|                  | 10. First Report of the Committee on Resolutions   | 85/15 |
|                  | - The Ven. John B. Winn  |       |



- |                    |   |       |
|--------------------|---|-------|
| *9:00 a.m.         | *11. Report of the Nominating Committee<br>- Mrs. Judith Yeakel                           | 85/19 |
|                    | 12. Further Nominations   |       |
|                    | 13. Introduction of New Clergy and Staff  |       |
|                    | 14. Report of the Committee on Constitution and<br>Canons - Mr. Willard Wright            | 85/16 |
| *10:15 a.m.        | *15. FIRST BALLOT   |       |
|                    | 16. Report of the Treasurer -Mrs. Joyce McConnell   | 85/1  |
|                    | 17. Diocesan Investment Fund - Dr. James F. Hodges  |       |
|                    | 18. THE BISHOP'S ADDRESS AND CHARGE TO THE DIOCESE  |       |
| 12 noon -1:30 p.m. | Noonday Prayers - Break for Lunch - Recess  |       |
| 1:30 p.m.          | 19. Call to Order   |       |
| *1:30 p.m.         | *20. REPORT OF TELLERS  |       |
|                    | 21. Report of the Personnel Commission<br>- Mr. Richard Phelps                            | 85/20 |
|                    | 22. Report of the Diocesan Council<br>- The Bishop and Members of Council                 |       |
|                    | (a) Annual Report   | 85/21 |
|                    | (b) Presentation and Action on Program<br>Budget  | 85/17 |
|                    | (c) Presentation and Action on proposed<br>Net Disposable Income (NDI) factor<br>for 1987 |       |
|                    | 23. Report of the Evaluation Committee<br>- The Rev. Stephen Gehrig                       | 85/13 |
| *3:15 p.m.         | *24. SECOND BALLOT  |       |
|                    | 25. Second Report of the Committee on Resolutions   |       |
| *4:50 p.m.         | 26. REPORT OF TELLERS   |       |
| 5:00 p.m.          | Recess until 8:30 a.m. Saturday   |       |

## \* FIXED ORDER OF BUSINESS

CONVENTION DINNER - Seattle Trade Center  
2601 Elliot Avenue - Social Hour 6 P.M.; Dinner 7 P.M.

Saturday, November 9, 1985

- |                   |   |       |
|-------------------|---|-------|
| 8:30 a.m.         | 27. Opening Prayers and Call to Order   |       |
| *8:45 a.m.        | *28. THIRD BALLOT   |       |
|                   | 29. Report of the Episcopal Churchwomen<br>- Mrs. Dot Gailey                      | 85/12 |
|                   | 30. Report of Social Issues Convention<br>- The Rev. J. William Bertolin          |       |
|                   | 31. Pastoral and Hospital Chaplaincy Committee<br>- The Rev. Allan C. Parker, Jr. |       |
|                   | 32. Faith Home - Mr. David Davis, Executive Director                              |       |
| *11:15 a.m.       | *33. REPORT OF TELLERS  |       |
| 11:30 a.m.        | 34. HOLY EUCHARIST in the Cathedral   |       |
| 12:30 - 1:45 p.m. | Recess - Break for Lunch  |       |

- 1:45 p.m. 35. Call to Order  
 \*1:45 p.m. \*36. FOURTH BALLOT (if necessary)  
 37. Retirement Homes of Western Washington  
 - Mr. Austin Grant  
 38. Church Divinity School of the Pacific  
 - The Very Rev. William S. Pregnall, Dean  
 39. Report of the work of the General Convention  
 of the Episcopal Church (USA)  
 - The Bishop; Mrs. Joyce McConnell,  
 Chair of Olympia Deputation  
 40. Third Report of the Committee on Resolutions 85/15  
 41. Other Business  
 \*3:00 p.m. \*42. REPORT OF TELLERS (if Fourth Ballot was taken)

ADJOURNMENT

\*FIXED ORDER OF BUSINESS

6. APPOINTMENT OF BISHOP COCHRANE called attention to document 85/9, B-51. In  
 COMMITTEES AND addition he informed convention of his intention to appoint  
 COMMISSIONS the following people to the Commission on Ministry:  
 - re-appointed for a three year term - Mrs. Beryl MacLean.  
 - appointed for three year terms - The Rev. Kevin Martin  
 - Mr. James Church

Convention moved, seconded, and passed a motion to confirm  
 Bishop Cochrane's appointments.

Bishop Cochrane listed for the information of convention  
 the on-going members of the Commission on Ministry.

They are:

The Rev. Donald G. Brown  
 The Rev. Barrett K. Lindsey  
 The Rev. Jacqueline Dickson  
 Mr. Frederick Miller  
 Mr. Sam Magill  
 Mrs. Helen Rogers

Bishop Cochrane informed convention of his intention to  
 appoint the following members of the Board of Directors  
 of the Diocese.

For a second year term: Mr. William Schneider

The Rev. John Gretz

For his first three year term: Mr. Samuel H. Brown

Motion to ratify the Bishop's appointments was made,  
 seconded and passed.

7. EPISCOPAL BISHOP COCHRANE nominated the re-appointment of the Trial  
 NOMINATION OF Court. On motion made, seconded and passed the convention  
 TRIAL COURT voted this re-appointment.

The members of the Trial Court are:

The Rev. Canon William Forbes, Chairman  
 The Very Rev. Cabell Tennis, St. Mark's Cathedral  
 The Rev. John P. Gorsuch, St. Mark's Cathedral  
 The Hon. George E. Revelle, St. Mark's Cathedral  
 The Hon. Hardyn B. Soule, St. Luke's, Sequim  
 The Hon. Eugene A. Wright, St. Stephen's, Seattle  
 The Hon. Stanley Taylor, St. Andrew's, Port Angeles

8. REPORT OF THE  
COMMITTEE ON  
PRIVILEGE

The Rev. Stephen Garratt, Chair, presented the report to Diocesan Convention. (ref. 85/27/1.) Motion was made, seconded and passed to accept the report. Bishop Cochrane reminded the convention that licensed clergy may not vote nor initiate action. They have seat and voice only.

Committee on Privilege Report to Convention

The Committee on Privilege recommends that the following persons be given the privilege of seat and voice at the 75th Annual Convention of the Diocese of Olympia.

Retired Bishops now residing in the Diocese:

- The Rt. Rev. Lane W. Barton, Eastern Oregon
- The Rt. Rev. David R. Cochran, Alaska

Officers of the Diocese who are not delegates:

- Dr. James F. Hodges, Executive Vice President
- Mr. Ronald J. Cowan, Deputy for Administration
- Mrs. Ruth S. Adams, Assistant Secretary
- Mrs. Christine Smith-Clark, Assistant Treasurer

Lay Staff members:

- Ms. Betsy Greenman, Christian Education Director
- Mrs. Nancy Wolfe, Youth Director
- Ms. Nancy Harris, Dean, Diocesan School of Theology
- Mr. John Cosby, Director of Huston Center
- Mr. and Mrs. Carmen Jordan, Directors,  
St. Andrew's House
- Ms. Cheryl Larsen, Social Action Coordinator
- Ms. Charlotte Ellis, Coordinator of Pastoral and  
Hospital Chaplaincy Ministry
- Ms. Christine Dubois, Editor, Olympia Churchman
- Mrs. Peggy Hansen, Archivist
- Mr. Bruce Olson, Director, Summer Camp
- Mr. Gregory Hope, Refugee Task Force Administrator

Board of Directors of the Diocese not Members of Convention:

- Mr. Norton Clapp
- Mr. Furman Moseley
- Mrs. Holt Webster
- Mr. William Schneider
- Mr. William Wilton

Representing Institutions in the Diocese:

- Mr. Robert Klarsch, Headmaster, The Annie Wright School
- Mr. Philip V. Havens, Headmaster, Charles Wright Academy
- Mr. David Davis, Director, Faith Home
- Sister Ellen Stephen, Sister-in-charge, Order of St. Helena

Those making presentations not Members of Convention:

- Mr. Willard Wright, Constitution and Canons
- Mr. Austin Grant, Episcopal Retirement Homes of Western  
Washington
- Dr. James Haviland, Washington Retirement Parks

- Mrs. Dorothy Gailey, Episcopal Churchwomen
- Mrs. George Shipman, new Parishes and Missions
- Mrs. Judith Yeakel, Nominating Committee
- Mr. Richard Phelps, Personnel Commission
- Mrs. Ruth Schmidt, Executive Council of the Episcopal Church
- The Very Rev. William Pregnall, Church Divinity School of the Pacific
- The Rev. Loren Arnett, Executive Minister, Washington Association of Churches

Representatives from Developing Congregations:

- Mr. Ian Grant, St. Clare's, North Bend
- Mrs. Betty Speer, St. Clare's, North Bend
- Mr. Donald T. Hall, M.D., Grace Church, Lopez
- Mrs. Eleanor Hall, Grace Church, Lopez
- Mrs. Ed Cook, St. Martin/St. Francis, Rockport
- Mr. Jimmy Youngblood, Pike Market Ministry, Seattle
- Ms. Joanne Cannon, Pike Market Ministry, Seattle
- Mrs. Dorothy Lynch, St. Antony of Egypt, Silverdale
- Mr. Ralph Berggren, St. Antony of Egypt, Silverdale
- Mr. Bovity Moeung, Holy Family of Jesus, Tacoma
- Ms. Nam Ou, Holy Family of Jesus, Tacoma
- Mr. David Laughlin, St. Timothy's, Yelm
- Mrs. Jerrilee Petersen, St. Timothy's, Yelm

Licensed Clergy in the Diocese:

- Ainsley, Herbert W. (New Westminster)
- Bayles, Richard A. (Spokane)
- Boyd, William O. (Virginia)
- Dills, R. Scott (Spokane)
- Dobson, Thomas E. (Oregon)
- Elliott, Joseph W. (Northern California)
- Ferry, Daniel H. (Arizona)
- Fluck, Paul (Church of England)
- Hitchcock, Edwin (Spokane)
- Hubbard, H. Winfield (Spokane)
- Inlow, E. Burke, Ph.D. (Pennsylvania)
- Lewis, Meg (Hawaii)
- Neill, James R. III, Comdr., U.S.N. (Western Carolina)
- Nemes, John D. (Minnesota)
- Newcomb, Blair D. (Oklahoma)
- Rodgers, Stephen M. (New York)

Submitted,

Steve Garratt, Chairperson  
Committee on Privilege

9. REPORT OF  
COMMITTEE ON  
NEW PARISHES  
AND MISSIONS

Mrs. George Shipman reported that St. Matthew's Church, Auburn, for many years an organized mission of the Diocese, now seeks admission into union with the Convention as a parish. The committee finds that the application is timely, in compliance with Diocesan Canon IX, Section 4, and that St. Matthew's has fulfilled the requirements of Article XV, Section 1, of the Constitution of the Diocese. They therefore joyfully recommend its admission. The Rev. Robert Bethea placed the motion for admission, it was duly seconded by Ruth Hershaw and passed.

Bishop Cochrane reminded the convention that St. Matthew's is already a parish by its own action. What they seek is NOT for convention to make them a parish, but to be admitted into the family of the convention as a parish. Members of St. Matthew's parish came forward to express their joy and be acknowledged by convention.

Bishop Cochrane spoke about the fact of the continual beginnings in this Diocese of evolving and emerging congregations. Called "developing congregations" these communities of faith are in the very beginning stages. Bishop Cochrane recognized the community to be known as St. Antony of Egypt, in Silverdale. Members of St. Antony were applauded by Convention.

10. FIRST REPORT  
OF THE  
COMMITTEE ON  
RESOLUTIONS

Mrs. Gwen Wrede, member of the Committee on Resolutions, presented resolutions of courtesy and thanks appearing on document 85/15/4.

Resolutions of Courtesy

CR-1

Moved, seconded and passed  
BE IT RESOLVED that the 75th Annual Convention of the Diocese of Olympia send its love and best wishes to our beloved retired Bishop, Ivor and to Lillian, his wife; and especially this year on the occasion of his fiftieth anniversary of his ordination.

CR-2

Moved, seconded and passed  
BE IT RESOLVED that the 75th Annual Convention of the Diocese of Olympia send its greetings to the Rt. Rev. David R. Cochran, retired Bishop of Alaska and to Mary, his wife, with thanksgiving for their ministry among us; and especially for his recent appointment as Vicar of a new developing congregation in the Diocese.

CR-3

Moved, seconded and passed  
BE IT RESOLVED that the 75th Annual Convention of the Diocese of Olympia send its greetings to the Rt. Rev. Lane Barton, retired Bishop of Eastern Oregon and to Mary, his wife, who reside in this Diocese.



- CR-4                    Moved, seconded and passed  
BE IT RESOLVED that fraternal greetings be sent to the Diocese of Kyoto, Japan expressing our friendship and asking God's blessing upon their Bishop, the Rt. Rev. St. George, Yagi, and the people of the Diocese of Kyoto.
- CR-5                    Moved, seconded and passed  
BE IT RESOLVED that fraternal greetings be sent to the Diocese of Osaka, Japan expressing our friendship and asking God's blessing upon their Bishop, The Rt. Rev. Christopher Kikawada, and the people of the Diocese of Osaka.
- CR-6                    Moved, seconded and passed  
BE IT RESOLVED that this convention thank the Committee on Convention and its chair, Miss Mary Drew for its effective work in planning this Convention.
- CR-7                    Moved, seconded and passed  
BE IT RESOLVED that this Convention thank the Secretary of Convention, The Ven. Paul Langpaap, Archdeacon and the many persons who have assisted him in making the Convention arrangements.
- CR-8                    Moved, seconded and passed  
BE IT RESOLVED that this Convention thank the clergy and people of the Church of the Redeemer, Kenmore, the host parish for this Convention; and especially Don Bentley and Marilyn Berilleaux, co-chair, for their contributions of time and talent in making Convention arrangements.
- CR-9                    Moved, seconded and passed  
BE IT RESOLVED that this Convention send its warm greetings and congratulations to The Rev. J. Irwin McKinney on the occasion of his fiftieth anniversary of his ordination to the ministry.
- CR-10                   Moved, seconded and passed  
BE IT RESOLVED that this Convention sends its warm greetings and congratulations to the following congregations on their anniversaries;  
                         St. Joseph/St. John, Steilacoom on their twentieth  
                         Emmanuel, Mercer Island on their twenty-fifth as a  
                         parish  
                         Emmanuel, Orcas Island on their hundreth.

11. REPORT OF THE  
NOMINATING  
COMMITTEE

Mrs. Judith Yeakel, Chair, presented the report of the Nominating Committee (Ref. 85/19/1).

TREASURER:                    Mrs. Joyce McConnell  
Nomination moved, seconded  
Moved, seconded and passed nominations be closed and the Secretary cast a unanimous ballot.  
Mrs. McConnell was elected.

ARCHIVIST:                    Mrs. Peggy Hansen  
Nomination moved, seconded  
Moved, seconded and passed nominations be closed and the Secretary cast a unanimous ballot.  
Mrs. Hansen was elected



HISTORIOGRAPHER:           The Rev. Charles Schreiner  
Nomination moved, seconded  
Moved, seconded and passed nominations be closed and the  
Secretary cast a unanimous ballot.  
The Rev. Charles Schreiner was elected.

STANDING COMMITTEE:  
Nominations moved and seconded

Clerical Order:           The Rev. John Fergusson  
                              The Rev. Allan Parker, Jr.

Lay Order:                Mr. George McPheeters  
                              Mrs. Rosemary Walrod

There being no additional nominations, motion made, seconded  
and passed to close nominations.

DIOCESAN COUNCIL:  
Nominations moved and seconded

Clerical Order:           The Rev. James Blundell  
                              The Rev. Donald Maddux  
                              The Rev. Curtis Zimmerman

Lay Order:                Mrs. Mary O. Haller  
                              Mrs. Carol LaBelle  
                              Mrs. Lucy Thompson

There being no additional nominations, motion made, seconded  
and passed to close nominations.

CATHEDRAL CHAPTER:  
Nominations moved and seconded

Clerical Order:           The Rev. Mark Miller  
                              The Rev. John Smith  
                              The Rev. Ralph Stewart

Lay Order:                Mr. Richard Proctor  
Nominated and seconded  
from the floor            Mr. Mel Matteson

12. FURTHER  
NOMINATIONS

There being no further nominations, motion was made, seconded  
and passed to close nominations.

Bishop Cochrane thanked the nominations committee for their  
work on behalf of the convention.

13. INTRODUCTION  
OF NEW CLERGY

Bishop Cochrane introduced the following people to the  
convention:

          The Rev. Robert Blessing, newly ordained Deacon this  
last summer.

Clergy who have come into the Diocese since the last Convention and whose letters Dimissory have been received.

The Rev. Bill Landrum, Deacon, Christ Church, Seattle  
The Rev. Robert Howell, Emmanuel, Orcas Island  
The Rev. Kent McCullough, St. Mary's, Tacoma  
The Rev. Paul Yip, St. James of Jerusalem, Seattle  
The Rev. Delbert Westling, Interim, St. Aidan, Camano Is.  
The Rev. Tom Minifie, St. Luke's, Seattle  
The Rev. William Hollis, Trinity, Everett

New clergy in the Diocese licensed and functioning:

The Rev. Walter Hunter, Deacon, St. Thomas, Medina  
The Rev. Stephen Rodgers, Charles Wright Academy  
The Rev. Paul Fluck  
The Rev. Winfield Hubbard, Vashon Island  
The Rev. Meg Ellis, Deacon  
The Rev. James Neill, U.S.S. Sacramento

Staff Introductions:

Human Needs Coordinator, Cheryl Larsen  
Pastoral and Hospital Care Committee Coordinator,  
Charlotte Ellis  
Diocesan Refugee Coordinator, Gregory Hope  
Sisters of the Order of St. Helena  
Sister Ellen Stephen, sister-in-charge  
Sister Anna Catherine  
Sister Barbara Lee  
Sister Carol Andrew

Bishop Cochrane affirmed that the Diocese is richly blessed by all these people.

14. REPORT OF THE  
COMMITTEE ON  
CONSTITUTION  
AND CANONS

Mr. Willard Wright, Chair, presented the report of the Committee on Constitutions and Canons (ref 85/16/1-11). Mr. Wright thanked the members of the committee: Mr. DeWitt Williams, Mrs. James W. Haviland, The Rev. Donald J. Maddux. The committee expressed thanks to The Rev. Bud Raymond, who resigned in August when he accepted a call to a congregation in Canada.

Canon X  
Section 4

Mr. Wright reported a proposal to amend Section 4 of Canon X requesting that the terms 'Senior' and 'Junior' Warden be replaced by the terms 'Priest's' and 'People's' Warden. By proper motion and second the matter was placed in consideration (ref 85/16/1 & 2).

Amendment was moved which would substitute the word 'Church' for senior and junior warden. The amendment failed. 172 in favor, 208 opposed. After comments about the practice in the Church of England, a question about which "church" warden presides in the absence of the Rector and a call for the question, the convention voted on the main motion. Motion failed. Later in the convention it was clarified that votes on Canons and Constitution must be by orders. On the re-vote by orders the motion failed in both the clerical and lay orders.

Mr. Wright placed before the convention an Amendment to Canon XX.

Canon XX  
Section 6

a) At it's Annual meeting in 1986 and each two years thereafter, each Convocation shall elect one Clergy and one Lay Communicant member of Convention as its officers, one to serve as President and the other to serve as Vice President. Newly elected officers shall take office immediately following the next Annual Meeting of the Diocesan Convention. The Convocation officers shall serve a term of two years, provided, however that, if at any time a Convocation Meeting is held there is for any reason a vacancy in one of said offices, the unexpired term of such vacated office shall be filled by an election to such office for the period of such unexpired term."

Three corrections were made to the copy: Canon having one 'n', in line three the word 'convention' should be 'convocation' and delete the apostrophe in line one.

After discussion about the relation of this text with resolution 13, 85/15/6, (Election of Officers for Convocation"), the following wording was inserted in the text: "... office at the convocation meeting following the next Annual Meeting of the Diocesan Convention." With this insertion the motion passed. (Later in the convention it was clarified that votes on Canons and Constitution must be by orders. On the re-vote by orders the motion passed in both the clerical and lay orders. The text of Section 6 of Canon XX reads as follows.

Canon XX, Section 6.

a) At its Annual Meeting in 1986 and each two years thereafter, each Convocation shall elect one clergy and one Lay Communicant member of convocation as its officers, one to serve as President and the other to serve as Vice President. Newly elected officers shall take office at the convocation meeting following the next Annual Meeting of the Diocesan Convention. The Convocation officers shall serve a term of two years, provided, however, that if at any time a Convocation Meeting is held there is for any reason a vacancy in one of said offices, the unexpired term of such vacated office shall be filled by an election to such office for the period of such unexpired term.

Proposed New Canon

Mr. Wright introduced the text and supporting material for a proposed new canon regarding the Dissolution of Pastoral Relation. The committee presented the proposal as a matter of information. The committee will continue to have this canon under study and will bring it to the 76th Annual Convention in 1986. (Ref 85/16/4-8)

Mr. Wright presented a constitutional amendment to the convention regarding Article XII, election of deputies and alternates to General Convention (ref 85/16/9-10). As discussion proceeded the following changes were included in the text:

ARTICLE XII

Sec. 1 ".....elected shall be presbyters OR DEACONS canonically connected with the Diocese,...."  
Sec. 3a) "...any NUMBER OF CANDIDATES....".  
Sec 4b) The members of the order shall vote ONLY FOR CANDIDATES FROM THEIR ORDER. THE NUMBER OF CANDIDATES NEEDED AS DEPUTY IN EACH ORDER RECEIVING THE HIGHEST NUMBER OF VOTES IN THEIR RESPECTIVE ORDERS SHALL BE DEEMED ELECTED..."

In a vote by orders the amendment passed making this the first reading. The second reading to enact as part of the Constitution will be at the 76th Annual Convention in 1986. The text of the amendment follows:

FIRST READING  
ARTICLE XII

Deputies and Alternate Deputies to General Convention  
Section 1. At the annual meeting of the Diocesan Convention in the year preceding the regular meeting of the General Convention of the Episcopal Church there shall be elected by the concurrent vote of a majority of both orders, except as hereafter provided, four Clergy and four Lay Deputies who shall represent this Diocese in the General Convention. The Clergy Deputies elected shall be presbyters or deacons canonically connected with the Diocese, and each lay candidate shall be a communicant of a parish or organized mission in union with the Diocesan Convention.

Section 2. At least eight candidates shall be nominated from each order. Nominations shall be made from the floor.

Section 3. Election of Deputies and Alternate Deputies during the first three ballots:

(a) On any ballot, any number of candidates up to four receiving the highest vote in each order and a majority vote from both orders shall be elected Deputies.

(b) After four deputies have been elected from any order, the next four candidates from that order receiving the highest number of votes, respectively (even if not a majority) shall be deemed elected Alternate Deputies in the rank of votes received.

Section 4. If during the first three ballots four Deputies have not been elected, a fourth ballot shall be cast to fill the positions not filled in the first three ballots as follows:

(a) The number of candidates from each order shall be reduced to eight (8) less the number of Deputies already elected from such order. The candidates shall be those who receive the highest number of votes on the third ballot in the order from which they are to be elected.

(b) The members of the order shall vote only for candidates from their order. The number of candidates needed as Deputy in each order receiving the highest number of votes in their respective orders shall be deemed elected. A majority vote is not required to elect. In case of a tie, another ballot shall be taken to resolve the tie.

(c) Each of the remaining candidates shall be deemed elected Alternate Deputy and ranked in the order of the number of votes received.

Section 5. In the case of a Deputy vacancy, the Ecclesiastical authority shall designate, in the rank of the order of election, an Alternate to serve as Deputy.

Bishop Cochrane thanked Mr. Wright and the Committee.

Bishop Cochrane introduced three clergy to the Convention:  
 The Rev. Randal B. Gardner, St. Barnabas, Bainbridge Is.  
 The Rev. Clark Berge, Christ Church Tacoma, and Annie Wright School Chaplain.  
 The Rev. William D. Boyd

Bishop Cochrane recognized Dean Tennis for a word of welcome to the Convention. The Dean thanked the Bishop for the recognition.

Bishop Cochrane asked the Rev. John Fergusson, Rector of the Host Parish if he wished to make any remarks. Father Fergusson expressed his hope that everything would go well. The Secretary read several housekeeping announcements and announced the balloting system.

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|---|---|
| 15. FIRST BALLOT  | The Convention voted on the first ballot.   |
| 16. REPORT OF THE<br>TREASURER  | Mrs. McConnell addressed the Convention, for full text of the report see Reports Presented to Convention B-54.  |
| 17. DIOCESAN<br>INVESTMENT<br>FUND & BUILDING<br>LOAN & MISSION<br>DEVELOPMENT FUND | Dr. James F. Hodges delivered the Diocesan Investment and Building Loan and Mission Development Fund Reports. For text of reports see Reports Presented to Convention B-56. |
| 18. BISHOP'S<br>ADDRESS   | MY SISTERS AND BROTHERS IN CHRIST:  |

"Grace and peace to you from God the Father and our Lord Jesus Christ who sacrificed Himself for our sins to rescue us out of this present age of wickedness, as our God and Father willed: to whom be glory for ever and ever. Amen."

Please remain standing and let us now remember before God the following faithful servants of the Lord who have entered into paradise since last we met.

Lucie Bayne	Trinity Parish, Seattle
Margaret Corell	St. Aidan, Camano Island
LeRoy Wittmeier	St. James, Kent
Robert E. Lee	"
John Hough	St. Benedict, Lacey
Margaret Lawrence	"
Gerald Faulkner	St. Margaret, Bellevue
Katherine Thomas Crockett Weaver	St. John, Olympia
Glennda T. Overton	"
Elizabeth Streets Partlow	"
Blanche Adella Hawes Murfin	"
Eldon "Don" Davis	All Saints, Tacoma
Janet Burt	"
Lee English	"
Fred English	"
Garnet Jennerjahn	"



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Alda Wood	All Saints, Tacoma
Cecil Willis	St. Charles, Poulsbo
Iola L. Millard	St. Augustine-in-the- Woods, Freeland
Richard Wayne Drahos	Christ Church, Puyallup
Charles Spafford Rankin	"
Martha Sonntag	All Saints, Seattle
Helen S. Johnson	St. John, Centralia
John J. Mathias	"
Kenneth Vernon	Emmanuel, Mercer Island
Charles J. Bush	Christ Church, Anacortes
Janice H. Way	"
Charlie Kilgore	"
Wilma Bingay	Christ Church, Seattle
Jean Fayer	"
Gladys N. Canedy	St. Andrew, Seattle
Nyal Hertlein	"
Lee Melton	"
Melbourne Eldred Bennett	Ascension, Seattle
Louise Anna Houlette	"
Robert Edward Geren	"
Margaret Glendinning Poulson	"
David Lawson	St. Paul, Bremerton
Alma Erstad	"
John Draheim	"
Ada Arper	"
John C. Cox	St. Stephen, Oak Harbor
Maureen Goins	St. John, Kirkland
John Ademino	Trinity Church, Seattle
Margaret Bliss Mackenzie	St. Paul's, Seattle
Oliver Ashford	St. Christopher, Olympia
Samuel J. Clarke, Jr.	St. Barnabas, B.Is.
Harry Rice	St. Stephen's, Seattle
Lottie Hughes	"
Jesse Kellog	"
Jayne Jackson Clune	"
Martin Trepp	"

Now in accordance with the canons, I record clergy changes since last Convention.

Letters Dimissory have been issued, transferring the Rev, Canon John H. Backus to the Diocese of Quincy; the Rev. Elizabeth Zarelli to the Diocese of Southern Ohio; the Rev. Robert C. Carver to the Diocese of Southeast Florida; the Rev. James Thompson to the Diocese of Nevada; and the Rev. Gordon K. Lau to the Diocese of California.

Letters Dimissory have been accepted for the Rev. Kent T. McCulloch from the Diocese of Oregon; the Rev. Robert W. Howell from the Diocese of California; the Rev. William H. Landram from the Diocese of Oklahoma; the Rev. Paul K.H. Yip from the Diocese of New Westminster; the Rev. Delbert S. Westling from the Diocese of Hawaii; the Rev. Thomas R. Minifie from the Diocese of Southern Ohio; and the Rev. Hollis R. Williams, Jr. from the Diocese of Western Louisiana.



I welcome these new clergy and their families into the Diocese. We also welcome the following ordained to the Diaconate: the Rev. Joann Zwart Leach, the Rev. Richard B. Matters, the Rev. Robert Alan Blessing; and we welcome the Rev. Michael Bennett Jarvis, the Rev. Randal B. Gardner, the Rev. W. Clark Berge as newly ordained Priests of this Diocese.

In the eternity of God ten years is less than the blink of an eye, but in the life of the diocese it can be an eternity itself. This Convention of 1985 is the tenth one over which I have presided as your bishop. Last month I observed the tenth anniversary of my consecration.

It is a great temptation, as I stand here, to do as politicians often do, and I, myself did at my fifth Convention as bishop, and that is, to take a look back at our accomplishments together over these past ten years and to indulge myself just a bit in some personal ego building. Sober and honest reflection will not allow me to do that; first of all, because I have made no spectacular or dramatic achievements in the diocese over the past ten years about which to brag. Secondly, what has been accomplished, and there have been many good things, has been done by many people working together, empowered by God's amazing grace.

Nevertheless, I do believe that when God calls you to a particular ministry or function in His Church, He does so for a particular reason. Ten years ago when this Convention, much to my surprise, elected me Bishop of Olympia and when, after a week of intense thought and prayer, I accepted that election, I did so because I sincerely believed that God wanted me in that position at that time. Why He wanted me, however, I did not know for certain.

I could see why He wanted the stable and tactful leadership of Arthur Huston during the bleak depression years and then during the thunderous years of World War II and the dawn of national inflation. He left the diocese in great financial condition.

I could see why He wanted the disciplined and scholarly leadership of Stephen Bayne, Jr., during the time of explosive Church growth and the frantic introspective search for some meaning to life which marked the post-war years and the dawn of the Atomic Age. He left the diocese with a great increase of clergy and congregations and he brought it into a position of national prominence in the Church.

With the all too-brief episcopate of William Lewis from 1960-1964, God blessed the diocese with a man of deep pastoral and spiritual skills to prepare and strengthen it for the wrenching years just ahead.

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In the eleven years of Ivor Curtis's episcopate from late 1964 to the end of 1975 the nation was torn apart with controversy over the Viet Nam War and the course of the Civil Rights Movement. In this very city during his episcopate, the 1967 General Convention took action which, justified or not, was to have some negative impact on the Church for a long time to come. But Ivor Curtis, with his strong social conscience and quiet sense of humor, bore true and unshakeable witness to the Church's commitment to peace and justice and he kept this diocese internally sound in the midst of all the external division in the nation.

Yes, I could see God's reason for calling the others, but ten years ago I asked the question, "Why me?" And today, to some extent, I am still asking that question, but I also believe that I am beginning to discern some possible answers.

In the past ten years, beginning in 1976 the Episcopal Church has experienced what may well be the two most major controversies in its 200 year history: the ordination of women to the priesthood and the issuance of the 1979 Prayer Book. In some parts of the church these actions have resulted in dioceses and parishes being racked with dissention and torn apart with strife: clergy not speaking to each other and laity hopping from parish to parish to find one that supports their point of view. In some diocese an entire congregation or two has left the Church. Some bishops are still being sued in court while others are being vilified in the secular press. A dozen or so little schismatic groups have sprung up, each claiming to be the true Anglican Church. And at least two major organizations in the Church have been formed as a result of one or the other of these two actions.

Here in this diocese there are deeply sincere clergy and laity who stand on each side of each issue and there is honest disagreement, but as far as I can tell, we are not now, nor have we been, a diocese bitterly divided by either of these issues. Although we may have lost a small number of laity and a couple of clergy, we have not lost any congregations and I am not being sued. There are eight women priests and four women deacons who minister quietly and faithfully in our diocese and they are treated with kindness and respect and love by all, including those whose consciences cannot accept the validity of their priesthood. The 1979 Prayer Book is in normative use in every congregation of this diocese, while at the same time, for pastoral reasons, services from the 1928 Prayer Book are used on a less frequent and occasional basis in many of our congregations.

While other parts of the Church have been divided over these internal issues for the past ten years, this Diocese of Olympia has stayed harmoniously together. Whether my being here as bishop has helped to enable us to live in harmony during these past ten years when there was so much internal disharmony elsewhere in the Church, I honestly don't know for sure. But this much I do know. I am here as bishop and you are here as God's People and we are together in the Lord - and for that I thank God!

I would not want you to think, however, that the only important thing that happened in the Episcopal Church during the past ten years that I've been your bishop was controversy over Women's Ordination and the Prayer Book. Of the many other important things that have been happening in the Church during this time, there is one which, in my mind at least, stands out in importance above all the rest, and it is that one thing wherein I may find the answer to the question, "Why me?"

I believe the most important thing that has happened during these past ten years has been the slow and often painful rediscovery by the church of who she really is and what is the true nature of her ministry. Among the many evidences I see to support this belief, I would cite: a renewed interest in Bible study, especially of the New Testament where the nature of the Church as an organism rather than an organization is clearly taught by our Lord in the Gospels and in the writings of St. Paul; a renewed emphasis on the importance and meaning of the Church's initiatory rites of baptism, confirmation, and the catechumenate; and finally, the overwhelming resurgence of the "lay movement" sweeping across the Church. This latter includes the various renewal movements such as Cursillo, Faith Alive, Charismatic, Pewsaction, Marriage Encounter, the Brotherhood of St. Andrew, the Daughters of the King - all of which are dominated and led by lay persons. This lay movement resurgence is seen in the increasing role of lay persons in the liturgical, pastoral, and administrative life of the congregations throughout the Church and especially in this diocese. At the diocesan level more major staff positions are held by lay persons than ever before in our history - and most of them are held by women! It is seen also in the great number of lay persons seeking ordination at a time when the Church has far more ordained clergy than she knows what to do with.

All of this proclaims the fact that the lay people of God are at long last beginning to realize who they truly are as members of the Body of Christ and what their role and ministry must be. I rejoice in this because for all of the 34 years of my ordained ministry I have worked and prayed for the dawning of this realization. On Sunday, June 24, 1951, I preached my first sermon as a brand-new Deacon in my first congregation. It was in the little mission congregation of

the Church of the Redeemer in Delano, California, meeting in a mortuary chapel because we didn't have any building of our own. In that inaugural sermon and in the inaugural sermons I preached in my other congregations, I told the congregation, "You are not here to help me do the work of this mission. It's quite the other way around. I am here to help you to be the Church in this place." From the very beginning of my own ordained ministry and through 25 years as a parish priest in five different congregations, I have always given primary importance to the ministry of the laity and seen my function as that of enabler of that ministry. It is true that my understanding of the nature of lay ministry has changed, evolved, and grown over the years, but always - always the chief emphasis of my own ministry has been the ministry of the laity and to help persons discover and accept their God given role as ministers of the Church. This was not always an easy thing for me to do; partly because so many lay persons were, and are, passively dependent and quite content to "let Father do it" or to say, "tell us what you want us to do;" partly because of the great amount of clericalism which existed and still exists in the Church; partly because of my own inabilities and lack of understanding of what lay ministry really meant; and partly because the Church herself had not yet begun to discover or rediscover the New Testament understanding of ministry being done by the whole Body - the whole community of God's People - as described by St. Paul in his Corinthian correspondence and in the fourth chapter of his letter to the Ephesians. With the advent of the spiritual and liturgical renewals in the Church 15 to 20 years ago, I believe that the time of rediscovery has arrived and I say, Thank God! Furthermore, all the evidence I've seen leads me to the conviction that this diocese has for some time been involved, however gropingly, in that rediscovery of ministry, particularly lay ministry. And that conviction, coupled with my 34 year commitment as priest and bishop to the enablement of lay ministry, helps provide me with an answer to my "Why me?" question. I believe that God has called me to be the Bishop of Olympia at this time in her history and that of the wider Church to help lead in that process of lay ministry enablement and spiritual renewal already so well begun in our diocese.

Now I know full well that having said that, the responses of a few of the clergy will be: "There he goes again, putting down ordained ministry;" "He doesn't really care about us;" "He's a lay person's bishop. Those statements and others like them have already been said about me. I shall not take the time to defend myself against such accusations, expect to say categorically that not one of them is true. On the contrary, I believe the ordained ministry, instituted by the Lord Jesus, is absolutely essential to the life of the Church. I am grateful for my own 34 years of ordained ministry and I honor with praise and thanks the clergy of this diocese. No other bishop is blessed with any better. Far from putting down the ordained ministry, the task of "equipping the saints for the work of



ministry" to which all of us ordained ministers are called, makes our role even more vital and essential, but it doesn't make it any more important or privileged.

Having now shared with you my belief that God's reason for placing me in this position has something to do with renewal and ministry in this diocese, let me now turn to a related matter about which some of you have been waiting to hear.

Three years ago I declared a moratorium on the acceptance of any applicants for the so-called vocational or permanent diaconate in this diocese. That moratorium came out of a two-day conference of the Standing Committee, the Commission on Ministry, and myself - the three bodies ultimately responsible for the selecting, training, and certifying of persons for ordination by the bishop and under the Church's canons. It arose out of a specific concern we had about the training and use of such deacons in our diocese in the light of new insights and understandings coming from a variety of sources - not the least of which was the new Prayer Book. But that concern was set within the context of our need to have a chance to look at all the ministry needs of the diocese. So, I declared the moratorium to give ourselves some necessary time and then I appointed a Task Force on Ministry to examine those needs. The Task Force was to be accountable to and serve under the authority of the bishop and Standing Committee. It was to complete its work and make its recommendations to me by November 1st of this year.

Under the extremely able chairmanship of Father Jim Blundell, the Task Force has completed its work of almost three years and has presented its report to me. Copies of that twenty-page report will be available today for each of you at the conclusion of this address.

I should like now to share with you some of the contents of that report, commenting briefly on what for me are some of its highlights. Before I do that, however, I want here and now publicly to express my profound thanks to Father Blundell and the Task Force for a difficult job exceedingly well done. It is an excellent report. I am personally very pleased with its rich substance, its perceptive insights, and its bold recommendations. Many long hours of research, discussion, debate, disagreement, and prayer were put in by the Task Force members who, in addition to Father Blundell, were: Mrs. Betsy Bell, Father Bill Burnett, Mr. Tom Cashman, Bishop David Cochran, Father Paul Langpaap, Doctor Keith Moore, Mrs. Helen Ring, Deacon John Shiveley, Father Curt Zimmerman, and the Task Force facilitator, Mrs. Betsy Greenman.

The basic charge which the Task Force was given was to study and make recommendations concerning ministry in the Diocese of Olympia - ordained and non-ordained. It was to develop a statement of the Theology on Ministry which

reflects the statements in the 1979 Prayer Book concerning the Church and its ministry. It was to suggest how ministry, with all its richness and diversity, is to be identified, defined, validated, and shared in our diocese. And specifically it was to address, together with the bishop, Commission on Ministry and Standing Committee, the use of those special ministries authorized by the Church's canons: vocational deacons and sacramentalist priests and to suggest how these special ministries might relate to all other ordained and non-ordained ministries in the diocese.

In Chapter One the Task Force deals with the Theology of Ministry and affirms from the very beginning that in the Church there is ultimately only one ministry, that of Jesus Christ, and that all those who have been made one with Him in baptism are thereby called to share in His ministry of witness, reconciliation, service and love.

The report goes on to point out how in the New Testament Church a variety of Christian ministries evolved out of the practical situations in which the early church found herself and how that evolution of ministry roles and functions from the time of the Apostles was always a faith-filled, spirit directed response to the Lord's commission as set within the context of the community's needs. This pattern of ministry developing in response to community need, set forth so clearly in the New Testament, must be our pattern today in our diocese.

With great emphasis on the teaching of Scripture, the Task Force reminds us that all Christian ministry begins with baptism and that "all Christians - all the People of God - are called to the diaconal ministry of servanthood and to the priestly ministry of mediation, offering and reconciliation. All are Apostles for Christ. It is the business of all Christian people to live out their response to God wherever they find themselves. Each individual is uniquely called and irreplaceable, be he or she lay person, bishop, presbyter, or deacon." This idea was beautifully expressed by Task Force member Keith Moore when he wrote the following in an issue of St. Mark's Rubric:

"There is a uniqueness to our calling that underscores the primacy of baptismal ministry. There are many members of the body who can serve on task forces, altar guilds, and vestries. There are many priests who can celebrate the Eucharist and hear confessions, but there is only one father or one mother to a particular child, and there is often only one neighbor or friend in need. Only I may play my role in my workplace; only you may know of a particular injustice or broken relationship. Many times we are God's only avenue of love and reconciliation in a particular situation."

Each baptized person, then, whether ordained or non-ordained, has a ministry and all those baptized people together - you and I - form the Body of Christ and the community of God's People. And the Task Force makes the



extremely important point that it is the whole Body - the entire community which is involved in ministry, and not just a selected few. It writes: "Ministry is a function of Christian community and ministry in every congregation of this diocese should be the cooperative action of clergy and laity, carried out with mutual respect, accountability, and support in a relationship that provides for direction without domination." I totally accept that understanding of ministry and promise to work for its full realization in our diocese.

A second extremely important point is made in the Theology of Ministry section and it is one which I constantly try to get across to applicants for Holy Orders. It has to do with vocation or call. The report says: "Vocation to a specific ministry (either lay or ordained) within the community or on behalf of the community involves a double calling. A personal sense of God's call to a particular ministry must be affirmed by the Christian community. That affirmation recognizes that the particular ministry is needed and that the community will support that person in this ministry. Likewise, a person called to a particular ministry by the community (as I was when elected bishop) needs the assurance that the Holy Spirit also is calling him or her. In the New Testament the call of the community is clearly primary, and we believe a ministry more responsive to God's purpose and human needs would develop if that priority were re-established." To that I say Amen!!

After listing the particular work of each of the four Orders, lay persons, bishops, priests, and deacons, as described in the Prayer Book Catechism, the Theology of Ministry chapter concludes with some important understandings about the nature of Holy Orders or ordination itself. It states that "Ordination has to do with authority to act for the church, not with personal status. It confers grace through the Holy Spirit to enable the ordinands to fulfill their ordination promises." It then reminds us that Holy Orders exist for the needs of the body rather than to provide validation of an individual ministry and that as long as lay persons see their status as being somehow inferior to that of the clergy or that ordained ministry is somehow better, they will not be able to claim and fully exercise their baptismal ministry.

Chapter Two of the report is concerned with application and recommendations and deals in turn with the ministry of the laity, the permanent diaconate, and the sacramentalist presbyterate. Of those three Orders it strongly recommends that the ministry of the laity be given the highest priority, with the permanent diaconate and the sacramentalist presbyterate following in that order. I fully agree with that order of priority. In the years ahead the strength of our diocese and its effectiveness in carrying out its mission will directly depend upon the degree to which the lay people of the diocese identify, claim, and carry out their ministry in the world as the Church.

Since I have already said much about lay ministry in this address and since many of you are interested in hearing the report's recommendations on the vocational or permanent

diaconate, I shall now turn to that subject while urging you to read very carefully the report's recommendation on lay ministry and the sacramentalist presbyterate.

When I declared the moratorium three years ago and called for a study on the use of the permanent diaconate in this diocese, there were those who were very unhappy about it, saying it was totally unnecessary and accusing us of "re-inventing the wheel." The implication was that all the available data revealed some consensus around the Church as to what the vocational diaconate is and how such deacons should be selected, trained, and used. Nothing could be further from the truth. At the recent General Convention the Council for the Development of Ministry presented to the Church the results of a seven year study of the vocational diaconate in eight dioceses. The final paragraph of a summary of the findings of that study, entitled "Raising up Servant Ministry," reads as follows: "In spite of current enthusiasm, all should not be viewed as in order. It is clear that there is not a consistent or necessarily clear vision of what the diaconate should be, specifically what is distinctive about what the deacon is to do in order to be an effective sign of our common ministry of servanthood in Christ."

Our Task Force, while recognizing the servanthood ministry of the diaconate, is recommending that a different and equally important aspect of that Order be the primary function of vocational deacons in this diocese. It reminds us that we are all called to be servant ministers and that ordaining deacons as the only servant ministers for congregations would be inappropriate.

Instead, building on the Prayer Book's teaching, the report says, "Deacons primarily are charged with interpreting the needs of the world to the Church... The locus of the ministry of the laity is in the world, and the locus of the ministry of the presbyter is in the Church. The essential aspect of the diaconate is the linkage between the Church and the world.. It is our view that only those persons genuinely involved in linking the world and the Church and are already serving as diaconal symbols, should be considered for ordination to the diaconate."

This concept of the deacons's primary role as the linkage person between the Church and the world is one that excites me and one that I very much want to see this diocese develop as a model for the whole Church.

In the matter of recruitment, the report recommends that the congregation, after determining that it may have a need for a deacon, will initiate a call to one of its members, with the individual having the right to accept or refuse the call. It is crucial, the report says, that the call originate with the congregation and not the individual and that persons called to be deacons should be those already exercising diaconal ministries in the world outside the Church.

Concerning the liturgical role of the vocational deacon, the report has this to say, "It is our belief that the liturgical role of the deacon is a servant role and not that of 'mini-priests'... So called 'Deacon's Masses' are inappropriate to the office and symbol of the diaconate. Deacons should not function liturgically in any congregation but their own, except when specifically appropriate and prepared for. Since not all persons can perform all functions equally well, each deacon should not necessarily be licensed for every faculty of diaconal ministry (e.g., preaching, officiating at marriages, teaching, etc.)

Finally, the report recommends that the training and formation of the diaconate must be for that Order alone and that it must include the academic disciplines now required by the canons. In addition, they must receive spiritual development and specific skill acquisition training related to the specific duties of the candidates. It is recommended that a "Committee on the Training and Licensing of Deacons" be formed which will include representatives of the Diocesan School of Theology, the Commission on Ministry, and the Council of Archdeacons. Two primary concerns of this committee will be to formulate the kind of training needed to enable deacons to provide linkage between the Church and the world and to delineate what kind of 'faculties' (e.g. preaching, counseling, etc.) a deacon might be licensed to perform and under what conditions."

Now that the Task Force has completed its work and presented its report, what next? Will the moratorium be lifted? Do we go back to where we were before? Let me respond this way. The implications and recommendations of this report far transcend the concerns about the vocational diaconate or sacramentalist priesthood or even about lay ministry. The Task Force itself calls upon the diocese, through the leadership of the bishop, to make this report a "guide for ministry in this diocese." I hear that call and accept it. But this report is more than a guide.

It is a challenge to all of us, ordained and non-ordained, to cast aside some old and outmoded attitudes and stereotypes about ministry which see the ordained, in a hierarchy of importance, as the givers of ministry to the non-ordained who passively receive it; and it is a summons to take the risk of opening our minds and hearts to new understandings of a totality of ministry in this diocese.

But most of all, as we look forward toward the dawn of the 21st century in just fifteen short years, I see this report as a blue print for the future shape of ministry in and by the Body of Christ in Western Washington - a shape which sees clergy and laity doing ministry together as one Body - one ministering community - using ways and forms that are appropriate to the circumstances and responsive to the needs of the time.

The implementation of this report will, therefore, take some time. It will require the formation and development of structures and programs of selection, education, and training that are not yet in place. As the one person in this diocese

who stands as the symbol of the unity of all ministry in the body and as the one person ultimately responsible for the effective carrying out of that ministry by the body, I will not be stampeded or pressured into hasty or premature actions about an Order of ministry. When we are ready to act, we shall act, and not before.

At the end of this decade in 1989, the staff of episcopal leadership in our diocese will pass into other hands. In the few years remaining I shall continue to act on the growing personal conviction that God has placed me here at this time to help lead in the evolving process of ministry enablement and spiritual renewal. This Task Force report reinforces that conviction for me. And it is my earnest prayer on this tenth anniversary that at the end of my time among you as your bishop, it may be said of us that we are not just a body of ministers, but that by the grace of Almighty God we are, clergy and laity together, a ministering Body in Western Washington.

Following the Bishop's Address the convention was in recess until 1:30 p.m.

19. CALL TO ORDER  
20. REPORT OF THE  
TELLER

Bishop Cochran called the convention to order at 1:30 p.m.

STANDING COMMITTEE

Clerical

Lay

Clerical Order

109 ballots cast  
56 reqd to elect

313 ballots cast  
157 reqd to elect

The Rev.. John Fergusson 49

136

The Rev. Allan Parker 60

177

THE REV. ALAN PARKER WAS ELECTED

Lay Order

108 ballots cast  
55 reqd to elect

324 ballots cast  
163 reqd to elect

Mr. George McPheeters 55

170

Mrs. Rosemary Waldron 53

154

MR. GEORGE MCPHEETERS WAS ELECTED

DIOCESAN COUNCIL

Clerical Order

420 ballots cast  
211 reqd to elect

The Rev. James Blundell 173

The Rev. Donald Maddux 161

The Rev. Curtis Zimmerman 86

THERE WAS NO ELECTION

Lay Order

325 ballots cast  
163 reqd to elect

Mrs. Mary O. Haller 241

Mrs. Carol LaBelle 282

Mrs. Lucy Thompson 223

MRS MARY O. HALLER & MRS LUCY LABELLE WERE ELECTED



CATHEDRAL CHAPTER

Clerical Order                      417 ballots cast  
209 reqd to elect

The Rev. Mark Miller            165  
The Rev. John Smith            107  
The Rev. Ralph Stewart        145  
THERE WAS NO ELECTION

Lay Order                            433 ballots cast  
217 needed to elect

Mr. Mel Matteson                257  
Mr. Richard Proctor            176  
MR. MEL MATTESON WAS ELECTED

21. REPORT OF THE PERSONNEL COMMISSION      Mr. Richard Phelps, Chair, presented the report and recommendations of the Personnel Committee (ref 85/20/11B-57. Mr. Phelps summarized the issues which were contained in the report.

Motion was made, by The Rev. David Heaney, seconded and passed that action on the report be suspended until after convention has the opportunity to hear the Diocesan Council Report.

22. REPORT OF THE BISHOP AND DIOCESAN COUNCIL      Bishop Cochrane requested that The Ven. William Burnett, President of the Standing Committee, assume the Chair during this section of Convention's business.

Diocesan Council's Oral Report to Convention, Kim Henry, Vice-President.

My Brothers and sisters in Christ Jesus. The Diocesan Council presents its final report for the year 1985.

Before we begin our presentation, we would like for you to have an opportunity to meet the members of this year's Council.

The Bishop has asked the President of the Standing Committee, the Venerable William Burnett to assume the Chair, so that he may join the Council at this time, the Bishop is, of course, the Council President.

We would like the members of the Council to come forward as they are introduced:

Four members are completing their four year terms.. Father Robert Carver has left the diocese to answer a call in Southern Florida. In addition to myself, other retiring members are Mrs. Carolyn Allendoerfer of Northern Convocation, and Mr. James Kirby of Southern Convocation.

The following four members have one year remaining on their terms.. Father Robert Dunn of Overlake, Dr. Michael Evans of Seattle South, the Chairman of Program and Budget Committee, Father Norman Johns III, of Peninsula, and Mr. Matt Maury of South King.

Members with two years remaining include the following.. Father Michael Creighton of Seattle North, Mr. Dick Gadsden of South King, The Executive Secretary of Council, Mrs. Doreen Miller, Southern Convocation and Mrs. Patsy Walker of Seattle South.

Members who have completed the first year of their four year terms include.. Mr. Cliff Flanary of Northern Convocation, Father Ted Leche, also of Northern, Mr. John Marshall of Pierce, and Mrs. Connie Moorehead of Seattle South.

In addition to these seventeen members, the council also includes the President of the Standing Committee, and for two more days the Venerable Bill Burnett is the eighteenth member.

In addition to actual Council members, three people give much of themselves to help the Council in it's work. Our two consultants are a former Council member, Father David Close and the Director of Christian Education, Mrs. Betsy Greenman. The third person is one to whom we owe a great deal of thanks, the Council Recorder, Pearl LaRonde.

The Executive Committee of Council includes the Bishop as President, the Vice President, currently myself, the Executive Secretary, Doreen Miller, and an elected member-at-large, this year, Carolyn Allendoerfer. This committee meets each month in advance of the Council meeting to plan for the upcoming meetings, and to make recommendations to the Council as a whole on items that have been referred to it. Along with the four council members, and the two consultants, we are most indebted to the Archdeacon of Olympia, The Venerable Paul Langpaap, the Treasurer of the Diocese, Mrs. Joyce McConnell, and the Diocesan Administrator, Mr. Ron Cowan for their tireless help and information.

1985 may well be remembered as the year that the convocations took an active part in the drafting of the Diocesan Budget. Council began this year last December with two formidable tasks on the immediate horizon. The drafting of an entirely new Administrative Budget, following the defeat on the Convention floor of our Proposed 1985 Budget..and the loss of almost \$280,000 from the 1986 budget following the last hour reduction in the N.D.I., factor for 1986. At the Get-away we decided to implement an oft-discussed plan to get the convocations more involved in the budget process by having each convocation elect or appoint a member to the Program and Budget Committee.

In this process the Bishop and his staff would draft the first budget and send it to Council for any changes the Council thought necessary. The budget would then be submitted to the winter meeting of convocation for their discussion and for any resolutions or changes they deemed appropriate. The Program/Budget Committee would receive all requests for change, would reach a consensus of opinion and would then present its recommendations to the Council for final action.



We are not all agreed on how well the process worked in this the first year, but it is a beginning, and for 1986 the Convocations have had an opportunity to elect or appoint their new members, and we hope the program this year will be even better than this year past. The members of the 1985 Program/Budget Committee are listed on page two of Convention Document 85/21,B-67, but I am informed that I have omitted the name of Sue Wade from the Northern Convocation who became a member of the committee mid-way through the year. To Sue, my apologies, certainly no slight was intended.

In addition to convocational representation on the P.B.C., the Council has listened diligently to recommendations from the various convocations. We have had Council members at all convocation meetings during the past year, except for one meeting this past spring.

A few months ago, the Council requested some information from the Convocation Presidents. We asked them to tell us what some of the congregations of the Diocese intend to do with the money that will be retained in the various congregations as a result of the reduction in the 1986 N.D.I. Formula. As you know, the Convocation Presidents and Vice Presidents meet quarterly with the Bishop and Council Vice President, and at the last meeting, they elected two of their own to give a brief report to the Convention on what some of the diocesan congregations intend to do with their retained income. At this time I would like to call on Jonie Pritchard, Vice-President of Overlake Convocation, and Phylliss Marsden, Vice-President of Northern Convocation, for their report.

Use of Monies from Assessment Rate Relief report:  
Prepared by: Phylliss Marsden and Jonie Pritchard and  
presented by Jonie Pritchard. For full text see Reports  
Presented to Convention B-71.

Continuation of Mr. Henry's Report.

Much of Council's time this year has been spent dealing with the withdrawal of the diocese from the Campus Christian Ministry Boards at the University of Washington and Western Washington State University.

The Council is fully aware that the timing of these withdrawals was not in the best interest of the Diocese, but we were powerless to do anything else. As most of you by now know, the Order of Dominicans, representing the Roman Catholic Church, and one of the largest supporters of the C.C.M. Program withdrew from the campuses at the beginning of this year. This would have required a substantial increase in the level of support from the Diocese of Olympia at a time when we were having to reduce our commitment because of the reduction in funds available for Diocesan Programs.

Also at this time, the Council was becoming more and more aware of a concern voiced by people in the Diocese and from several convocations that the Campus Ministry Program should have a focus directed more clearly toward the college students, and less toward the Institution as a whole. A policy decision to withdraw from the C.C.M. Program on the two university campuses, and to ask the congregations of the Diocese to formulate a program of support for our college students was made by Council in June.

In October, the Council received a report on the progress of the various congregations in establishing a colleg work program. I would like to take a few minutes to summarize parts of that report.

Mr. Keith Gehr, Chairman of the Commission on Ministry to Higher Education and the Archdeacon of Olympia met with the clergy of Christ Church, Seattle; St. Paul's, Bellingham; and St. John, Olympia.

The greatest progress for 1986 college work has been made at Christ Church, Seattle, where a committee composed of college-related, college-aged persons has been formed and is developing plans for 1986. The plans call for a three-fold program: worship and fellowship; service to the community; and, education. The Rector has been in personal contact with the other Christian communities involved in campus ministry.

St. John's, Olympia is considering extending the responsibility of a part-time priest to include, one day a week, on the Evergreen Campus for a nine months period. The congregation will continue with its representation on an ecumenical board, and is working toward defining the relationship of those representatives to a parish committee responsible for youth and college work.

Bellingham, at this moment, appears to be the least prepared. The Diocese had employed two student ministers to function on the Bellingham campus throughout 1985 in the absence of an Episcopal Chaplain. These students unexpectedly submitted their resignations in mid-September, leaving the parish and the diocese without any organization or plans for 1986. Historically speaking, of the three congregations, Bellingham has been the least involved in college work. It may be that it will be difficult to generate much interest in the parish in the immediate future.

As the report continues, it is clear that all three clergy see their first need in terms of an additional person in order to insure an "episcopal presence" on the campuses. this "presence" was not necessarily limited to ordained persons.

Two of the clergy openly questioned the effectiveness of the ecumenical approach to college work as it has been carried out in their respective areas. This might not be interpreted as being anti-ecumenical but there is expression of confusion as to what the ecumenical approach to college work is supposed to be, and what it is supposed to accomplish.

The report sums up the prospects of financial aid from outside sources in this was.. "Do not expect the convocations to provide much financial or other support to college work. Two of the convocations are too scattered and do not include enough larger congregations capable of assisting, and the third convocation in which the most support would be expected to be generated deliberately ignored two pleas for convocational cooperation."

The report goes on to illustrate what help the clergy feel is necessary from the Diocese, and to discuss the role of the Diocesan Commission on Ministry to Higher Education. These last two items will be discussed further by the new Council as it begins work next month at the Council Get-away.

Also at the Get-away, the Council will be discussing a proposal presented to the October meeting in which the Diocese would employ a half/time or full/time person to track our Diocesan youth from the time they enter youth programs in junior or senior high school, and/or Camp Huston, right through their years in colleges in the Diocese. The Council feels this program has some measure of merit, but surfaced too late in the year for thoughtful action.

The Council knows that the decision to withdraw from C.C.M. without having other programs in place and ready to operate, would not be to the liking of many in the diocese. We are certainly aware that the timing was very poor. Unfortunately, the timing was dictated by forces not of our choosing. We will simply have to make the best of the situation. Several of our congregations have picked up the challenge, and with God's help, their programs will surpass all expectations. We honestly believe that with a focus of ministry directed toward the students, and through the community of the local congregations, our college work programs will be stronger than at any previous time.

In addition to dealing with the budgeting process and with the C.C.M. Programs, the Council also spent a fair amount of time in the discussion of diocesan communications, both internal and external. With the help of the Communications Commission we will be proceeding to involve more of the diocese in this discussion. You will get more details after the first of the year.

Well, enough of my report. Let's get on with the business at hand, before the actual budget presentation, however, the Bishop speaking as the Bishop and as the President of Diocesan Council, would like to offer a few minutes of explanation of this year's budgeting process.

Bishop Cochrane introduced the changes in the budget process used by the Office of The Bishop and Diocesan Council in planning for the 1986 Proposed Budget for this Convention.

"The Program/Budget presentation is being done differently from the way it has been done in the past.

The first difference is the role the Council and I are playing in the presentation. In the past I continued to sit in the presiding officer's chair and the Council members sat quietly out on the floor of Convention while the chairman of the Program and Budget Committee presented the budget to Convention. Canon VI of our diocesan canons, however, clearly states that "The Ordinary (that's me) shall, with the advice and consent of the Council, present a proposed budget to Convention." The Budget then at this point belongs only to me and to the Council and it seems only logical that both Council, through its Executive Vice President, and I should actively present our Budget to you and be free to enter into any discussion about it without being bound by the necessary constraints of the president's chair. That is what we are doing this year and that is why the budget presentation is being set within the context of the entire report to you from Bishop and Council.

A second difference this year is that we are making the Budget presentation on Friday afternoon when all the delegates are still present and still reasonably fresh and alert, instead of on Saturday afternoon when some delegates have already left and many of those remaining are tired and anxious to adjourn. We hope these changes meet with your approval.

In the closing hours of last year's Convention when, indeed, many delegates had already departed and the rest were perceptibly tired, two extremely important actions were taken without too much discussion and debate and which continue to affect the life of our diocese.

The first had to do with the diocesan budget for this current year. After a year of diligent work on the part of many people a final budget was presented to Convention which reflected a concern to provide grants to local congregations for local ministry, a concern we believed to be consistent with the Vision Statement of Bishop and Council. The Convention, on a single motion, voted to make five major and substantive changes in that budget, including the elimination of grants to congregations. I wish it clearly understood that the Convention had every right under the canons to make those changes. I support and honor that right, but I would be less than honest with you if I did not also share with you my conviction that total budget re-building on the floor of Convention at the 11th hour when few delegates have sufficient data is not the most effective way to conduct the business of the diocese!



The second action, following on the first, was the action to reduce the Net Disposable Income percentage factor from 23.55% to 20%. The result of this action means that next year some \$280,000 which would otherwise have been forwarded to the diocese through assessments for the program of the diocese will now remain at the congregational level. Once again, while I fully support the right of the Convention to reduce the percentage factor, I seriously question the ultimate wisdom of taking such a step at the last moment and without any prior consideration of what might be all the fiscal and programmatic implications of such action, both to the diocese and to the congregations.

As I left this cathedral at the close of last year's Convention, my mind was in a state of shock and I felt very much alone. I knew, however, that Council and I had some real work cut out for us in putting together the 1986 Budget.

When we met last December at Huston Center for our annual two-day get-away one of the first things on our agenda was a discussion of Convention's action in reducing the NDI percentage factor and what to do about next year. Many suggestions were made, including that of calling a Special Convention to restore the percentage cut and the suggestion to present to you today three Budgets, each one based on a one percent higher NDI factor, and let you choose one.

In the end, the Council and I decided to accept as the mandate of Convention, and possibly even as the will of God, its 11th hour action and we decided to build a budget for next year based on the 20% factor.

Personally, by that time I felt good about that decision for several reasons: first, because for the past three years I have been urging a reduction in the assessment factor in order to bring relief to our congregations.

Secondly, the money remaining in the congregations as a result of the percentage reduction, whether the amount be large or small, serves as a symbol of the need for more and continued local program and ministry. The cutting edge of ministry in and by the Church must be at the local level - the level closest to the people. This is what I was trying to say in the Vision Statement and I remain unconvinced that all kinds of specialized ministries all over the diocese (and not just in Seattle) cannot be done at the local or convocational level if only we can be motivated to try. The reduction in program income at the diocesan level can provide that motivation and in time, pray God, eliminate the mindset which says, "Oh, let the diocese do it!"

Thirdly, the reduction in program income to the diocese not only emphasizes the need for program to be done chiefly at the local level, it also means a change in the ministry role of the diocese. It means a change from a diocese which does program, often only in limited areas of the diocese but paid for by the whole diocese, to a diocese which enables and supports local programs throughout the diocese by providing people resources for education, consultation, and coordination and material resources of conference centers, library, and a treasure house of audio-visuals.

Furthermore, it will enable the diocese to concentrate on its own chief ministry, that of administration. Despite what some may say, administration is not a dirty word. It is a ministry. Just ask St. Paul (I Cor. 12:5). And it is not something to be looked down upon as inferior to that which is called program. Quite unlike a local congregation whose principal ministry involves worship, pastoral care and Christian nurture and outreach through parish programs, the principal ministry of the diocesan office is administration. It is the ministry which involves the effective oversight, management, and holding together as one entity called the Diocese of Olympia: 203 clergy, 104 congregations, 40,000 members, 37 committees and commissions (all of which want diocesan secretarial help), 2 conference centers, one School of Theology, one large Refugee Program, one vast insurance program, several major trust funds, and an investment portfolio of \$5,000,000.

My fourth and final reason for going with the 20% factor is this. Even though, initially, we shall experience a drop in diocesan income, the fact is that because of the good stewardship of many of our congregations, eventually there will be increased funds coming into the diocese. If those funds do not have to support expensive programs, they can then be used to fund mission extension and the establishment of new congregations in key areas around the diocese, as well as provide help for existing congregations which are in temporary financial difficulty.

So now to the 1986 budget. You should know that this year the Budget was not put together by the Program and Budget Committee as in the past. In strict conformity to the Canon, I, as bishop, prepared a draft budget with the help of my staff and presented it to Council at their January meeting. After some revision, the 1986 budget was taken to the several convocations early in the year to allow plenty of time for study and change. Another innovation of Bishop and Council this year was to designate the Program and Budget Committee as the channel of communication for the Budget between Council and the convocations and to require that the makeup of the Committee be the three Council members appointed by me, plus one member from each of the nine convocations, chosen by the convocation.

Your Council and I have tried to act in a responsible and cooperative way in the preparation of this 1986 Budget. I call now on Kim Henry to present it to you with the expectation that you will deal with it in the same way. Thank you."



Presentation of the 1986 Proposed Budget of Bishop and Council, by Mr. Kim Henry.

Thank you Bishop! It is time now for the Budget Presentation, Document 85/17, B-73, the Proposed 1986 Budget of Bishop and Council. As Vice President of Council and a Delegate at Large to this Convention, I move the adoption of this budget. The motion was seconded.

Mr. Chairman, I now wish to amend the Proposed Budget as follows:

First, in Objective V - The Ministry of Leadership, (page 4)  
 - line Item 5050, The National Church Quota, should be increased by \$15,000 to a total of \$320,000.  
 - line item 5060, General Convention Assessment, should be decreased by \$2,262 to a total of \$19,238.  
 The total of Objective V should be \$368,838, an increase of \$12,738.

Second, in Objective VIII - Staffing for Ministry (page 7)  
 There are many changes that need to be made in keeping with the 4% salary increase mandated by the Personnel Committee Report. Instead of attempting to show the increase in each of the various line items, I propose the following:  
 Increase the total of Objective VIII to \$436,064, an increase of \$10,500. The Administrative Budget which is finalized in January, will have the complete breakdown, and any delegate who wishes to have a copy can contact the Treasurer.

Finally, on page one, Funding for Diocesan Program Budget, increase Congregational Assessments to a total of \$1,600,717, - an increase of the same amount, \$23,238.

To provide the additional funds necessary to accomplish the \$23,238 increase in funding sources, I move a one-time, one-year, increase in the Net Disposable Income Formula Rate to 20.3% for 1986.

Mr Chairman, I move the above amendments, and if there is a second I would like to speak briefly to them.

The amendments were seconded.

Mr. Chairman, the Bishop and Council went into 1985 convinced that we could make the life of Convention easier if we were not required to make a lot of changes to the budget at the last minute. But I guess we are all aware of the poem regarding the best laid plans of mice and men. This is basically the same budget that members of Convention have had in their possession since the winter Convocation meetings. We made a few additions to the budget in April when the Parochial Reports finally all came in and our funding sources were finalized. But we have resisted any changes since that time. However, two events, completely beyond our control, have taken place in the last month that requires the amendments.

The first event came out of the 1985 General Convention in Anaheim. The Assessment Formula was increased, causing an additional assessment of \$15,000 to be levied on the Diocese. and even though there was a slight reduction in the General Convention Assessment, itself, the total National Church increase came to \$12,738.

The second item was the Personnel Commission Report, which purported to increase salary ranges by 4% instead of the 3% we had been working with all year. By the time salaries are increased an additional 1% and the increased costs for F.I.C.A taxes, and pension contributions are added, the 1% increase amounts to \$15,500 for the Diocesan Staff. For the past several years, the Personnel Commission's Annual Report to Convention has been accepted as a matter of Diocesan Policy and the salary ranges contained therein are mandatory ranges unless deviations are authorized by the Bishop. The Diocesan Council strongly endorses this policy of mandatory salary ranges and wishes the Convention to know that we would not attempt to change the policy in any way, however, in a year when funding sources are reduced by \$280,000, it is much more difficult to offer the Convention a Canon-mandated Balanced Budget.

Therefore, we propose the following, a one-time, one-year, additional assessment on each congregation and mission of the Diocese in the amount of 3/10ths of one percent. That would be .003 of one dollar. This would amount to an additional annual assessment of \$300 for those churches who have total N.D.I. of \$100,000, or \$3.00 on every \$1,000 of N.D.I. income..

The Canons mandate that the Convention adopt a balanced budget for the coming year, but the canons also require that to assess a special levy amount requires a two-thirds affirmative vote. If you vote for the amendments by a plurality of two-thirds or more, the additional assessment will be in effect, and we will proceed to vote on the budget as amended. If you vote for the amendments by at least a 50% plurality, but less than two-thirds, the Council must assume that you wish to pay the National Church Assessment in full, and increase the staff salaries by the total 4% figure, but you wish to have \$23,238 removed from some other part of the budget. If you vote the amendments down, then the Council must assume that the Convention wishes to accept only part of the National Church obligation, and that the Personnel Commission Report shall not be binding on Diocesan Salaries for 1986.

Mr. Chairman, that concludes my immediate remarks.

Motion made by Mr. Andrew Sapp, St. Andrew's, Seattle and seconded to strike .3% and replace it with 1.36%. .3 for the increase in salary and national assessment and 1.06% to restore the funding of ministry to special populations and staffing to 1985 level.

The discussion and questions from the convention floor indicated that the whole personnel question needed to be dealt with in intention, if not funds, prior to any vote on the budget.

Dean Tennis, proposed a special order of business which was moved and seconded. This special order deferred the questions on the floor. The order moved was:

- 1) decision on the 4% issue
- 2) decision on the recommendation to pay the increase in National Assessment
- 3) decision on amendment to fund the ministry to special populations
- 4) decision to raise the assessment level

Special order of business motion passed.

The Convention then considered the Personnel Commission report. Motion was made, seconded and passed to accept the 4% salary increase as recommended in the Personnel Commission report.

Motion was made, seconded, and passed to accept the increase in the National Assessment.

#### 24. SECOND BALLOT

The fixed order of business for the second ballot took precedence.

#### PROGRAM BUDGET Continued

Following the balloting the motion to restore the funding for programs and staffing for ministry to special populations was moved by Mr. Sapp and seconded. The motion was as follows:

I move that the assessment be raised by 1.06% to 21.06% to be utilized as follows:

I move that the budget be increased as follows:

Obj. II 2100 Special Populations

2110 Ministry in Higher Education	
2111 Program Discretionary Fund -U.W.	550
2112 Program Discretionary Fund -W.W.U.	400
2113 University Washington Campus	9,500
2114 Western Washington Campus	4,500
2115 Evergreen State College	500
2116 Skagit Valley College	500
2117 Commission Program Expense	2,400
2118 UPS - PLU - Community Colleges	-0-
Total: Higher Education	18,350

2120 Maritime Ministry	
2121 Puget Snd. Ministry: Gen. Program	6,000
2122 Tacoma Waterfront Ministry	500
2123 Vancouver Waterfront Ministry	500
2124 Waterfront Ministry: Other ports	-0-
Total: Maritime Ministry	7,000

## 2130 Hospital Min. Coordinating Comm. 2,100

## Obj. VIII 8200 Ministries to Special Populations

8201 Chaplain University Washington 28,600

8202 Campus Christian Min. W.W.S.U. 6,000

8203 Maritime Chaplain 14,612

8204 Hospital Ministries Coordinator 7,000

Total: \$56,212

and further move that the assessment be raised in the form of a levy of 1.06% for a total of 21.06% to fund these budget increases.

The mover of the motion failed to consider the amount already in the 1986 budget for these programs. The percentage increase needed to fund the programs would in fact be .08%. The net increase over the proposed '86 budget would be \$63,480.

After discussion, the question was called for.

Motion was made and seconded to move the previous question.

Motion to terminate debate passed.

Amendment on funding to specialized populations failed by 184 in favor, 242 opposed.

By motion made and seconded the amended budget was passed.

The additional assessment levy, one year, one time only of .03% was moved and seconded. As required by Canon VIII, Section F the two-third majority prevailed and the levy was accepted for 1986. (Ref B-73, the 1986 Budget as passed.)

## N.D.I. REPORT

Business Sub-Committee of Council Report on the Net Disposable Income.

Mr. Chairman, at this time, I would call on Mr. Matt Maury, member of Council, and Chairman of the Council Business Subcommittee to introduce the proposed N.D.I. factor for 1987.

Mr. Maury put forth the motion, which was seconded, that the 1987 assessment rate be 20% of the Net Disposable Income of the Congregations.

Motion to amend was made and seconded. Amendment requested 21.06% for 1987. The rationale was to give the Diocese some room to manoeuvre financially since we have no experience with the 20% rate.

Motion was made and seconded to terminate debate.

Motion to terminate debate passed.

Amendment failed.

Original motion of 20% NDI passed.

Mr. Chairman, This concludes Council's report for 1985. We wish to take this opportunity to thank all of the people of this diocese who have toiled so hard this year doing God's work. Members of the many and varied committees and commissions, lay people and clergy alike, members of the

Diocesan staff, members of the Convocations, and especially the members of this Convention. It has been my pleasure to be a part of the Diocesan Council for the past five years, now my final year is up. It has been a lot of hard work, but a world of fun and love. Thank you for all of your help and support. May God bless you all, now and forever.

The Secretary read several announcements.

Mrs. McConnell informed the Convention that contrary to information put forward during debate, the Diocese has always paid the National Assessment in full.

PERSONNEL  
REPORT cont'd

Bishop Cochrane resumed the Chair continuing the Personnel Committee Report.

Motion made by the Rev. Stephen Gehrig, seconded and passed to strike items #2, #3, #4 from document 85/20/6 & 7 with the rationale that a process was already in place which handled this.

Motion made by the Rev. Charles Forbes and seconded, "the word 'advisory' be stricken from the report of the Personnel Committee with reference to assisting clergy." Insert in its place "that the Personal Commission bring a mandatory level for assisting clergy to the 1986 convention."

Substitute motion was made by the Rev. Stephen Gehrig and seconded to drop all language up to "assisting clergy" in line 5 of Section IV-F. that section would then read: Assisting clergy should generally be compensated based on the grade levels below that of Rector depending on the qualifications and experience. Strike the final sentence of the Personnel Report in this section.

Motion was passed.

Motion was made, seconded and passed to accept the Personnel Commission Report as amended. (Ref B-57, for complete text of report).

The Ven. John B. Winn, Chair of the Committee on Resolutions, asked for an order of special business. He submitted the following Resolution which was seconded by Archdeacon Langpaap and unanimously passed with a standing ovation.

CR - 11

WHEREAS, Clara Sayles will retire December 31, 1985 as Secretary to the Archdeacon of Olympia and the Executive Vice-President of the Diocese; and  
WHEREAS, she has for many years served as Assistant Secretary to Diocesan Convention; and  
WHEREAS, her careful hand has been evident in pre-convention preparations, convention detail and post-convention follow-up; and  
WHEREAS, her calm and friendly manner and constant good humor have prevailed throughout it all;  
NOW, THEREFORE, BE IT RESOLVED that this 75th Convention of the Diocese of Olympia expresses its appreciation to Clara Sayles; and  
BE IT FURTHER RESOLVED that this Convention rise and express its gratitude and best wishes to her through its applause.

Submitted by: The Bishop



23. REPORT OF THE  
EVALUATION  
COMMITTEE

The Rev. Stephen Gehrig, Chair, presented the Report of the Evaluation Committee. (Ref 85/13/1-9,B-86). Mr. Gehrig summarized the two year projects which the Evaluation Committee has undertaken. As part of this project he requested the help of Convention in filling out document 85/13/8-9: "THE BUDGET BUILDING PROCESS, A QUESTIONNAIRE". Mr. Gehrig also called attention to the Convention Evaluation report form to be completed before the delegates leave.

Bishop Cochrane introduced the Deputy for Administration, Mr. Ronald Cowan to the Convention.

The Convention was then in recess until Saturday morning at 8:30 a.m.

Saturday, November 9, 1985

27. OPENING PRAYERS  
AND  
CALL TO ORDER

Bishop Cochrane called on The Rev. John Fergusson, Rector, Redeemer, Kenmore, for opening prayers.  
Bishop Cochrane called the Convention to order at 8:35 a.m.

The Rev. John Smith announced the Festival '86 to be held on January 19, 1986, at St. Mark's Cathedral. The day will be one of celebration of the new Hymnal, 1982 and of Bishop Cochrane's 10th Ordination as Bishop.

29. REPORT OF THE  
EPISCOPAL  
CHURCHWOMEN

Bishop Cochrane called on Mrs. Dot Gailey, President, Episcopal Churchwomen, to report to Convention.  
(Ref 85/12, B-95).

REPORT OF  
TELLERS

Archdeacon Langpaap, Secretary of Convention, reported the numerical results of the second ballot.

<u>Diocesan Council</u>	437 votes cast
<u>Clerical Order</u>	219 reqd to elect

The Rev. James Blundell	213
The Rev. Donald Maddux	173
The Rev. Curtis Zimmerman	51
There was <u>NO ELECTION</u>	

<u>Cathedral Chapter</u>	436 votes cast
<u>Clerical Order</u>	219 reqd to elect

The Rev. Mark Miller	207
The Rev. John Smith	96
The Rev. Ralph Stewart	133
There was <u>NO ELECTION</u>	

28. THIRD BALLOT

A fixed order of business at 8:45 a.m., Convention voted on the third ballot.

Bishop Cochrane introduced the developing Congregation of Holy Family of Jesus in Tacoma. The first and only Cambodian Episcopal Church. Members of the congregation were recognized by Convention and expressed their appreciation for the opportunity to do the work of Christ through their congregation.



30. REPORT OF  
SOCIAL ISSUES  
CONVENTION

The Rev. J. William Bertolin, Chair of the Social Action Commission, reported on the April Social Issues Convention at Emmanuel, Mercer Island. The Social Action Commission responded to the indications from readers of the Olympia Churchman and to the volunteers in social concern committees in isolating the three issues discussed. Those issues were: hunger, nuclear arms and abortion. The resolutions coming out of the Social Issues Convention were in the area of hunger and nuclear arms.

CR - 12  
Nuclear Arms  
Forum

Father Bertolin moved the following resolution which was seconded and failed.

Resolved: that this convention create and fund a Diocesan Forum on the question of nuclear war; that the forum be ecumenical and that it use existing resources such as Washington Association of Churches, Interfaith Center for Economic Justice, Archdiocesan Center for Peace and Justice, etc.

CR - 13  
Nuclear Arms  
Moratorium

Father Bertolin moved the following resolution which was seconded.

Whereas: for followers of Jesus Christ nuclear war is not an option; and whereas nuclear weapons are not effective weapons for national security and could not be used without destroying that which we are trying to save; and whereas it is morally wrong to destroy our community, and our country and the world;

THEREFORE BE IT RESOLVED: that our government declare a moratorium on the production of nuclear arms and pursue other avenues toward peace and therefore since the impact on society and the economy would be great, we have to take measures to alleviate the consequences.

Art Mottet, St. Stephen's, Longview, moved to amend with different wording. The amendment was really a substitute. After two readings, no substitute motion being in writing, it was moved to Table until 2 p.m. in order for the substitute motion to be printed prior to consideration. Motion to table passed.

Father Bertolin placed on the floor the 7 resolutions from the Social Issues Convention dealing with hunger. The entire block of resolutions were seconded. However, consideration of each resolution was done separately.

CR - 14  
Hunger Contact  
Resolution

RESOLVED: that the clergy and vestries/Bishop's committees see that a contact person for hunger ministries be designated by the first Sunday in Advent, 1985; that the name be publicized in the local congregation, forwarded to the Convocation President and the Diocesan Hunger Commission, and that any changes be reported within two weeks of replacement. Resolution passed.

CR - 15  
Identification  
Hunger Needs

RESOLVED: that this Convention respectfully requests every congregation to identify current hunger needs in their of own congregation and the community around them, and that said needs assessment include ecumencial contacts.  
Resolution passed.

CR - 16  
Convention  
Meeting Agendas

RESOLVED: that convocation meetings include in their agendas appropriate time for work on the problem of hunger and other human needs.  
Resolution passed.

CR - 17  
Target Areas of  
Acute Need

RESOLVED: that the Hunger Commission, through study and communication, target areas of acute need within the Diocese, and that such needs be widely publicized on a timely basis.  
Resolution passed.

CR - 18  
Legislative  
Convention

RESOLVED: that this convention make provision for a Legislative Convention so that a lobbying ministry may be organized in Olympia.  
Resolution failed.

CR - 19  
Think Tank

RESOLVED: that this Convention make provision for the establishment of a social issues "think tank", composed of at least an economist, political scientist and Christian ethicist, to examine and recommend long range solutions to current symptoms of human need.

Mel Matteson moved an amendment which would replace the word 'convention' with 'the Hunger Commission work for...'.  
Amendment was duly seconded and passed.

Resolution as amended, passed.

Amended Text

Resolved: that the Hunger Commission work toward the establishment of a social issues "think tank" composed of at least an economist, political scientist and Christian ethicist, to examine and recommend long range solutions to current symptoms of human need.

CR - 20  
Social Justice  
Coalition

RESOLVED: that this Convention make provision for the establishment of a Social Justice Coalition in this Social Diocese; to raise our awareness, provide resources and offer suggestions for solutions appropriate to the Christian faith.

Motion was made and seconded to amend the resolution with the following ... convention encourage the establishment of a Social Justice Coalition by appropriate committees and commissions of the Diocese.  
Motion was made and seconded to table.  
Motion to table passed.

Mel Matteson asked for point of personal privilege to express his conviction that hunger is real here and now in our immediate area and to thank the convention for the support which individuals and congregations have given to Northwest Harvest.

CR - 21  
Name Change  
Olympia Churchman

The Resolutions Committee moved the adoption of the following resolution. Motion was seconded.

WHEREAS the title of the diocesan newspaper, "The Olympia Churchman" uses non-inclusive language; and

WHEREAS the word "Olympia" is confused with the Washington State capitol and government; and

WHEREAS the title presents a non-attractive image to non-Christians; and

WHEREAS the Commission on Communications in consultation with the editor has already recommended names to the Bishop,

THEREFORE BE IT RESOLVED that the name of the diocesan newspaper be changed to accomodate the above concerns; and

That the Bishop proceed with the change in a manner appropriate by him.

The Rev. Ralph Stewart moved to amend the resolution by insertion of the following text after "concerns" in the first resolve: so that it will more readily be recognized as the voice of the Episcopal Church in Western Washington. Motion was seconded. Discussion included the suggestion to re-name the diocese and then re-naming of the paper would logically follow. Question was called. Amendment failed. Original resolution as printed above passed.

CR - 22  
Diocese Vision  
and Mission

The resolution was moved, seconded and passed.

WHEREAS the budget of the Diocese of Olympia is the commitment of the monetary resources of the Diocese to carry on Christ's work in the world, to guide and strengthen the church, and to enable others to continue Christ's ministry; and

WHEREAS the Bishop and Diocesan Council have developed a vision statement which emphasizes that the spiritual, intellectual and physical functions of the Body of Christ will be carried out wherever possible by the congregations of the Diocese ; and

WHEREAS the vision of greater responsibility on the part of individual parishes for the support for certain ministries has led to confusion and controversy within the diocese; and

WHEREAS it is vital that the body as a whole agree on the functions to be undertaken by each of its members in the ministry of Jesus Christ; therefore

BE IT RESOLVED by this Convention that the Diocese of Olympia will designate the year 1986 to examine and define the vision of the diocese as a whole, and especially focus upon;

The role of the congregations and of each congregation in carrying out the mission of the Church;

The role of convocations, the role of the diocese, including the mission that the diocese can perform more effectively than the congregations and the role of the convention and the Diocesan Council in furthering that mission; and

That this process of examination and definition should begin at the congregational level; local evaluations to be shared and coordinated at the convocational level to provide a forum for discussion by the delegates to the 1986 convention; and

That the Diocesan Commission on Education including the Training and Consulting Services will be responsible for developing and directing this process.

CR - 23  
Diocesan Survey

The resolution was moved, seconded and failed.  
WHEREAS our Bishop has stated his intent to retire in December 1989 and prior to that time call for the election of a Bishop Coadjutor who will succeed him,

THEREFORE BE IT RESOLVED that this 75th Annual Convention of the Diocese of Olympia calls upon the Bishop and Diocesan Council to appoint a task force composed of clergy and/or laity selected by each convocation to;

1. - survey the congregations of the diocese to determine what services, resources, and/or ministries they believe should be provided by our diocesan structure in the 1990's and beyond to enable the Episcopal Churches in Western Washington to more effectively proclaim the Gospel of Jesus Christ,
2. study the implications which the survey results have for our diocesan budgetary process, and
3. report the findings to the Convention not later than its 77th meeting in 1987.

Mr. Mel Matteson asked for a point of personal privilege stating that some of the work which the Diocesan Council had asked the Communication Commission to do might provide additional information in this area.

CR - 24  
South African  
Investments

The resolution was moved and seconded.  
BE IT RESOLVED that the Board of Directors of the Diocese of Olympia conform to the guidelines established at the General Convention of the Church regarding investments in South Africa.

A substitute resolution was submitted by Mr. Mel Matteson, duly seconded.

RESOLVED that the 75th Diocesan Convention in obedience to our call "to fearlessly contend against evil and to make no peace with oppression," and with the determination to demonstrate moral leadership in our society, mandates that the Treasurer and Board of Directors of the Diocese of Olympia divest all holding in companies doing business in South Africa and Namibia; AND BE IT FURTHER RESOLVED, that the Convention urge the Church Pension Fund, all other dioceses, parishes, and affiliated bodies of the Episcopal church to examine their portfolios with a view to identify and divest any holding companies doing business with South Africa or Namibia.

Resolution passed 250 in favor, 139 opposed.

Motion made and seconded that the content of the resolution be communicated by letter in the Olympia Churchman and mailed to all Bishops. Motion failed.

CR - 25  
Canon X Section 3  
Electors

The resolution moved and seconded is understood by the committee to be a motion to refer the issue to the Committee on Constitution and Canons for consideration at the 76th Annual Convention of the Diocese. Motion to refer passed.

BE IT RESOLVED that the Diocesan Convention Committee on Canons prepare and execute the proper notification of clergy and clerks of Vestries and Bishop's Committees for the following canonical change to be completed at the next Convention.

Canon X, Section 3. which now reads... "The electors shall be; 1) Communicants of the Parish, age sixteen or older, whose names have been on the Parish Register for at least one month next preceding the Parish Meeting, who have made recorded contributions to the parish budget, shown by the books of the Parish Treasurer; and 2)...

be changed to read as follows... "The electors shall be; 1) Communicants in good standing of the Parish, age sixteen or older, whose names have been on the Parish Register for at least one month next preceding the Parish Meeting; and 2)..."



31. REPORT OF  
PASTORAL AND  
HOSPITAL  
CHAPLAINCY  
COMMITTEE

Bishop Cochrane called for the report of the Pastoral and Hospital Chaplaincy Committee.

The Rev. Allan Parker, Jr. Chair of the committee presented the report: Convention was asked to refer to document 85/24/1-20 which is the report requested by the 1984 Diocesan Convention on the long range look at Hospital Chaplaincy. Father Parker explained that during the intervening year the Hospital Chaplaincy Committee had re-organized to become the present Pastoral and Hospital Chaplaincy Committee. Father Parker introduced Charlotte Ellis hired by the committee to coordinate the Pastoral Care workshops sponsored by this committee. The intention is to create a volunteer program since there is not currently a chaplain employed by the Diocese. The program is to train lay chaplains, supported by clergy volunteers. Father Parker referred to the two resolutions in the report. (Ref 85/24/21 B-97).

CR - 26  
Reinstatement of  
Hospital Chaplain

Resolution moved and seconded.

Motion to amend seconded. Amendment would drop item iii  
- funding - from the resolution.

Amendment failed  
Resolution passed

WHEREAS the present voluntary hospital chaplains are unable to undertake the full range of hospital chaplaincy duties (as specified in pages 85/24/3 and 85/24/4 of the written report), and have expressed the need for supervision and support in carrying out their hospital visitation responsibilities, therefore

BE IT RESOLVED THAT

i) the Diocesan staff position be reinstated, to provide both administration and supervision of the hospital chaplaincy duties, and to work with the parishes in pastoral care ministry, and

ii) as no finances are available for this position in the 1986 budget, an interim appointment be made on a voluntary basis for the year 1986, and

iii) funding for this position be provided in the 1987 budget year, and

iv) the Diocesan Hospital Chaplain be an ex-officio member of the Diocesan Pastoral and Hospital Chaplaincy Committee.

CR - 27  
Hospital Chaplaincy  
Ecumenical  
Relationship

Resolution moved, seconded and passed.

BE IT RESOLVED that discussions continue with other denominations regarding the establishment of an Ecumenical Hospital Board as specified on pages 85/24/19 and 85/24/20, paragraph 3 of the written report.



Bishop Cochrane thanked Father Parker for the report and his leadership with the Pastoral and Hospital Chaplaincy Committee.

32. FAITH HOME

Mr. David Davis, Executive Director of Faith Home - now the Episcopal Youth Services, presented Jerrilee Petersen, Chairman of the Board to present the report. (See Section D)

33. REPORT OF  
THE TELLERS

The Secretary of Convention reported the results of the tellers on the Third Ballot.

Cathedral Chapter  
Clerical Order

395 votes cast  
198 reqd to elect

The Rev. Mark Miller 252  
The Rev. John Smith 47  
The Rev. Ralph Stewart 96  
THE REV. MARK MILLER WAS ELECTED

Diocesan Council  
Clerical Order

396 votes cast  
199 reqd to elect

The Rev. James Blundell 248  
The Rev. Donald Maddux 134  
The Rev. Curtis Zimmerman 14  
THE REV. JAMES BLUNDELL WAS ELECTED

34. HOLY EUCHARIST

The Convention celebrated the Holy Eucharist, The Rt. Rev. Robert Hume Cochrane, Celebrant.

The Convention was in recess until 1:45 p.m.

35. CALL TO ORDER

Bishop Cochrane called the Convention to order at 1:45 p.m.

38. CHURCH DIVINITY  
SCHOOL OF THE  
PACIFIC

The Bishop introduced the Very Rev. William S. Pregnall, Dean of the Church Divinity School of the Pacific. Dean Pregnall addressed the convention thanking the Diocese for its support, both in funds and with outstanding CDSP students. The Dean then talked about the changes in CDSP with regard to faculty, higher average age of students and the up-coming follow-up from a continuing education needs assessment.

2 p.m. TIME CERTAIN

CR - 13  
NUCLEAR ARMS  
MORATORIUM

Motion was made, seconded and passed that debate on each resolution be limited to no more than 15 minutes. Substitute motion on Nuclear Arms moratorium was moved, seconded and passed.

A. WHEREAS, nuclear weapons involve massive and indiscriminate killing of human beings and consequently would not be compatible with the teachings and spirit of Jesus Christ;

WHEREAS, nuclear weapons are not effective weapons for national security in that they cannot be used without threatening the total destruction of everything we are trying to protect.

THEREFORE BE IT RESOLVED;

1) That our government be urged to join in the moratorium on tests of nuclear weapons initiated by the Soviet Union pending the negotiation of more comprehensive agreements on these weapons;

2) that our government be urged to resume negotiation and seek the early completion of a Comprehensive Test Ban Treaty on the development and testing of nuclear weapons;

3) that our government be urged to actively pursue agreements with the Soviet Union on joint large-scale reductions of nuclear weapons.

B. WHEREAS, the explosive growth of armaments technology has made war increasingly impracticable as a method in resolving conflict;

WHEREAS, a viable future for humankind is irretrievably tied to the massive reduction of armaments; and

WHEREAS, a large part of the United States economy is tied to the production of arms and any substantial arms reduction is likely to cause severe economic dislocation and unemployment;

THEREFORE BE IT RESOLVED: that government and industry be encouraged to engage in large-scale investigation and planning on measures to prevent any unfavorable economic consequences and disarmaments.

C. BE IT RESOLVED, that copies of these resolutions be sent to the President of the United States and to all members of the Congressional Delegation of the State of Washington.

37. EPISCOPAL  
RETIREMENT HOME  
OF WESTERN  
WASHINGTON

Bishop Cochrane stated that there would be no verbal report since there is current negotiation in process which is of a sensitive nature.

CR - 28  
SANCTITY OF LIFE

Resolution moved and seconded. The Rev. Kevin Martin, spoke of his personal experience which motivated the resolution.

Motion made by The Rev. Mary Ann Peters and seconded that resolve #4 and #5 be amended to read: congregations of the diocese be urged to study this issue using the resources already available through the Diocesan Resource Center.

Substitute resolution was presented by The Rev. John Huston. Substitute was seconded and passed.

RESOLUTION ON  
ABORTION - GENERAL  
CONVENTION

WHEREAS, the 68th General Convention of the Episcopal Church adopted the following Resolution, to wit:

RESOLVED, the House of Deputies concurring, That this 68th General Convention request the several diocese to initiate studies to consider the pastoral, personal, sociological and theological implications of abortion. We suggest appointing an appropriately representative diocesan commission to oversee a process of study, which is to include those local congregations desirous of being involved. We comment to all a study of the official position of this church as expressed in the resolution on abortion adopted by the General Convention of 1976, 1979 and 1982. We suggest to all a study of the paper of the Committee of the House of Bishops on Theology entitled, "A Theological Reflection paper on Abortion." Finally, we direct the Standing Commission on Health and Human Affairs to receive all information arising from these diocesan studies.

NOW THEREFORE BE IT RESOLVED, that this 75th Convention of the Diocese of Olympia adopts as its own the Resolution of the 68th General Convention on the matter of Abortion, and expresses its commitment to participate in the process of study, reflection and dialogue on this matter throughout our church so requested, and asks the Bishop and Council to establish a representative commission for its implementation during the next Triennium.

FLOOR RESOLUTIONS

The Rev. John B. Winn presented resolutions which had come to the committee after the Convention mailings and packets were completed but within the six hours after the start of convention deadline. These resolutions need to be voted into consideration prior to any vote on each resolution. (They will be titled floor resolutions and be shown as FR - number).

FR -1  
ALCOHOL  
AWARENESS SUNDAY

Moved, seconded and passed to consider.

Resolution moved, seconded and passed.  
WHEREAS, Alcoholism and other chemical dependencies are serious pastoral concerns affecting the whole church;

WHEREAS, the General Convention of the Episcopal Church meeting in Denver, Colorado in 1979 established a mandate on the Dioceses of the Episcopal Church to establish Commissions on Alcoholism; and

WHEREAS, the National Episcopal Coalition on Alcohol, with the support of the Presiding Bishop John Allin, has called on the Episcopal Church in the United States to set aside November 24th, 1985 as Alcohol Awareness Sunday,

BE IT THEREFORE RESOLVED, that this 75th Annual Convention of the Diocese of Olympia establish November 24, 1985 as "Alcohol Awareness Sunday" throughout the Diocese of Olympia on that date and that appropriate sermons, study groups, and educational materials available from the National Episcopal Coalition on Alcohol be developed for that occasion.

FR - 2  
ECUMENICAL  
EMPHASIS

Moved and seconded to consider. Motion to consider failed. Division called. Vote failed by sight.

WHEREAS, the 68th General Convention of the Episcopal Church in the United States of America approved a resolution in September 1985 which will encourage the Standing Commission on Ecumenical Relations (SCER) to implement its plans for a three year national ecumenical emphasis, culminating in a national consultation and in a celebration of the 100th anniversary of the Chicago-Lambeth Quadrilateral in 1988;

AND WHEREAS this Diocese of Olympia had given its approval to this three year national ecumenical emphasis through its representatives to General Convention;

AND WHEREAS the Bishop's Commission on Ecumenism in this Diocese is willing to assist in carrying out the SCER Plan in this Diocese;

THEREFORE BE IT RESOLVED that this Diocesan Convention accept the challenge to promote and encourage a focus on ecumenism in its broadest sense within this diocese at all levels: Diocesan, convocational and parish;

AND BE IT FURTHER RESOLVED, that the Bishop's Commission on Ecumenism be asked to develop a plan for the Diocese of Olympia following the guidelines of the SCER plan and be given full support from this Diocese in order to participate fully in the three year national ecumenical emphasis, including providing sufficient financial and staff support to accomplish the goals and objectives of the SCER plan as adopted by the 68th General Convention of the Episcopal Church in the United States of America.

FR-3  
BAYNE MEMORIAL

Moved, seconded and passed to consider.

Moved to table, requesting information on the wishes of the family. Motion to table was seconded and passed.

WHEREAS, Stephen Fielding Bayne, Jr. served Christ and this diocese faithfully and well as the third Bishop of Olympia, from 1947 to 1960, when he was called by the Church in the world to be the first appointed Executive Officer of the Anglican communion; and

WHEREAS Stephen Fielding Bayne, Jr. was instrumental in the purchase of the Diocesan House, which he dearly loved and called the "family home", knowing that a family-centered home is essential to the growth, independence and maturity of the family members; and

WHEREAS with the recent death of his beloved wife Lucie, it seems appropriate to honor the memory of both, and their service to the diocese.

BE IT RESOLVED that the Diocesan House, located at 1551 Tenth Avenue East, Seattle, be dedicated to the Glory of God and the memory of Bishop and Lucie Bayne; and

FURTHER, that the Diocesan House hereafter be known as "Bayne House", and that a memorial tablet, appropriately inscribed, be affixed to the front entrance of the House.

FR-4  
COMMITTEE MEETING  
PARTICIPATION

Motion to consider moved, seconded and failed.  
Division called. Sight vote failed.

WHEREAS, a number of Diocesan committees and commissions meet during the day in the middle of the work week; and

WHEREAS, meeting at this time reduces the number of lay people who can participate meaningfully in these committees and commissions because of the time involved to travel to such meetings and possible conflict with work hours; and

WHEREAS, it is a goal of the church to give a diverse group of people an opportunity to participate in diocesan leadership;

THEREFORE BE IT RESOLVED, that the committees and commissions of the diocese be encouraged to hold their meetings on Saturdays or other times that would permit broader participation.

FR - 5  
FIVE CONTINENT  
PEACE INITIATIVE

Motion to consider moved, seconded and failed.  
Division called. Sight vote failed.

BE IT RESOLVED, that the 75th Annual Convention of the Diocese of Olympia endorse the Five Continent Peace Initiative as expressed in the Delhi Declaration and;

BE IT FURTHER RESOLVED, that the Diocese of Olympia commend it to its missions and parishes requesting that the people of the diocese be given an opportunity to join in the international initiative by the circulation of the statement on our congregations.



November 9, 1985

FR - 6  
RABBI LEVINE

Motion to consider ,moved, seconded and passed.  
Resolution moved by The Rev. Mark Miller, seconded and  
passed.

BE IT RESOLVED, that the 75th Annual Convention of the  
Diocese of Olympia,

Notes with sadness the recent death of Rabbi Raphael  
H. Levine of Seattle;

Gives hearty thanks to God for his life and work in  
promoting the love of God, and justice, law and peace  
among God's children

Sends our sincere sympathy to his wife, Reeva, his  
family and the Jewish community of Western  
Washington; and

Directs the Secretary of Convention to convey this  
resolution to the President of the Congregation of  
Temple DeHirsch-Sinai, Seattle."

Bishop Cochrane thanked the Resolutions Committee for its  
work on behalf of the Convention.

39. GENERAL  
CONVENTION  
REPORT

Bishop Cochrane called upon Joyce McConnell, Chair of the  
Olympia delegation to General Convention to manage the report  
from General Convention.

Mrs. McConnell had each member of the delegation present  
General Convention from a different aspect. Those reporting  
were in the Clerical Order: The Rt. Rev. Robert H. Cochrane,  
The Rev. Michael Creighton, The Rev. Ted Leche, The Very Rev.  
Cabell Tennis, The Rev. Patrick Tompter.  
In the Lay Order: Mr. Kim Henry, Mrs. Joyce McConnell, Mr.  
Mel Matteson, Mrs. Ruth Schmidt.

41. OTHER BUSINESS

Bishop Cochrane called for any other business to come before  
the house. There was none. The Secretary of Convention made  
several announcements. He thanked the people of the Church  
of the Redeemer, Kenmore, for their work in hosting the  
Convention.

ADJOURNMENT

Motion to adjourn was seconded and passed.  
Bishop Cochrane dismissed the Convention with the Blessing at  
3:40 p.m.

CERTIFIED:



Pati E. Langpaap, D.D.  
Secretary of Convention



Robert Hume Cochrane, D.D.  
Bishop of Olympia

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1985 CONVENTION COMMITTEES

Committee on Convention

Miss Mary Drew, Chairperson, St. Paul's, Seattle  
The Ven. Paul E. Langpaap, Archdeacon of Olympia  
The Ven. John B. Winn, All Saints', Tacoma  
Mr. Willard Wright, Epiphany, Seattle  
Mrs. Judy Yeakel, St. Augustine's, Freeland

Canons and Constitution

Mr. Willard Wright, Chairman, Epiphany, Seattle  
Mr. DeWitt Williams, Chancellor, St. Stephen's, Seattle  
The Rev. Clinton F. Raymond, Jr., St. Philip's, Marysville  
The Rev. Donald J. Maddux, St. David's, Shelton  
Mrs. James Haviland, Emmanuel, Mercer Island

Resolutions

The Ven. John B. Winn, Chairman, All Saints', Tacoma  
The Rev. David L. Heaney, St. Barnabas', Bainbridge Island  
Mrs. Gwen Wrede, St. Andrew's, Seattle  
Mr. Ray Copin, St. Margaret's, Bellevue

Nominations

Mrs. Judy Yeakel, Chairperson, St. Augustine's, Freeland  
The Rev. David W. Close, St. James', Sedro-Woolley  
The Rev. Canon Peter Moore, St. Paul's, Seattle  
Mr. Atherton "Al" Pomeroy, Christ Church, Puyallup

Dispatch of Business

Miss Mary Drew, Chairperson, St. Paul's, Seattle  
Mrs. Shirley Henning, St. John's, Kirkland  
The Rev. John P. Lambert, Resurrection, Bellevue  
The Rev. Stanley G. Fowler, St. Andrew's, Seattle  
Mr. Carl Knirk, St. John the Baptist, Seattle

Privilege

The Rev. Stephen R. Garratt, Chairman, St. Stephen's, Seattle  
Mrs. Connie Leonard, Ascension, Seattle  
Mr. John Matsumoto, St. Peter's, Seattle

Admission of New Parishes and Missions

Mrs. George A. Shipman, Chairperson, St. Augustine's, Freeland  
The Rev. Ralph R. Stewart, St. John the Baptist, Seattle  
The Rev. Robert Bethea, St. Francis', Mill Creek

The Trial Court

The Rev. Canon William Forbes, Chairman  
 The Very Rev. Cabell Tennis, St. Mark's Cathedral  
 The Rev. John P. Gorsuch, St. Mark's Cathedral  
 The Hon. George E. Revelle, St. Mark's Cathedral  
 The Hon. Hardyn B. Soule, St. Luke's, Sequim  
 The Hon. Eugene A. Wright, St. Stephen's, Seattle  
 The Hon. Stanley Taylor, St. Andrew's, Port Angeles

The Cathedral Chapter

The Bishop, The Rt. Rev. Robert H. Cochrane  
 The Dean, The Very Rev. Cabell Tennis  
 The President of the Standing Committee, The Ven. William M. Burnett  
 The Chancellor of the Diocese, Mr. DeWitt Williams  
 The Chancellor of the Cathedral, Mr. J. Vernon Williams  
 From St. Mark's Parish:  
     Ms. Jean Lee  
     Mr. Ross Radley  
     Mrs. Duncan Bayne (Mary)  
     Mr. Randy Urmston  
 Elected by Convention:  
     Mr. William Berge  
     The Rev. Charles A. Forbes, Jr.  
     The Rev. Stephen J. Gehrig  
     The Rev. Clinton F. Raymond, Jr.  
     Mr. Peter Vandegrift  
     Mrs. Robert Williams (Bunny)

Commission on Architecture

The Ven. Paul E. Langpaap, Archdeacon of Olympia  
 The Rev. L. Walter Truitt, St. Paul's, Port Townsend  
 Canon Peter Hallock, St. Mark's Cathedral  
 Mr. Austin Grant, Peoples Bank, Seattle  
 Mr. James Perry, St. Michael and All Angels', Issaquah  
 Mr. Lawrence Waldron, Emmanuel, Mercer Island  
 Mr. Gary Tisdale, St. John the Baptist, Seattle  
 The Rev. Ralph R. Stewart, St. John the Baptist, Seattle  
 Mr. Michael M. E. Chang, Emmanuel, Mercer Island

Committee on Evaluation

The Rev. Stephen J. Gehrig, Chairman, Holy Spirit, Vashon  
 Mrs. Lucille Carmichael, Holy Cross, Redmond  
 Mrs. Marion Haviland, Emmanuel, Mercer Island  
 The Rev. Edward H. Rankin, St. Luke's, Vancouver  
 Mrs. Sally Bjerklie, St. George's, Seattle  
 Mr. Vernon Jones, St. Paul's, Port Townsend  
 Ms. Lilyan Snow, Emmanuel, Mercer Island  
 Mr. Fred Fogg, Epiphany, Seattle  
 The Rev. George King, St. Luke's, Tacoma

Personnel Commission

Mr. Richard G. Phelps, Chairman, Emmanuel, Mercer Island  
The Rev. D. Corbet Clark, Tacoma  
Mr. Mel Croan, St. David's, Seattle  
Mr. Lou Gradillas, St. Luke's, Sequim  
Mr. William Marks, Emmanuel, Mercer Island  
The Rev. David Heaney, St. Barnabas', Bainbridge Island  
Ms. Elaine H. Meeker, St. Mark's Cathedral  
The Rev. Allan C. Parker, Jr., Trinity, Seattle  
The Rev. Kenneth M. Snyder, St. Columba's, Des Moines  
Ms. Nancy Campbell, St. Barnabas', Bainbridge Island  
Ms. Mary Simpson, St. Mark's Cathedral



# TREASURER'S REPORT

Delivered to Convention, November 8, 1985

Mrs. Joyce McConnell

Mr. Chairman, Mr. Secretary and Members of Convention:

The financial statements of the diocese are more than a presentation of the cash receipts and disbursements and the assets and liabilities of this institution. They are a record of the stewardship of the material resources and the funds that have been given for the mission of the Church and for Christ's ministry. I need not, in this report, give an analysis or a recital of the figures involved in the diocesan financial operations for 1984. All of these details can be found in the financial statements of the several funds of the Diocese, which delegates and alternates have already received. Instead, I will make some general comments about our 1984 program.

The '84 budget was adopted for a total figure of \$1,742,145. 97% of this amount was received in budgeted income, and we spent 96.9% on budgeted program expenses. In other words, our income was just a little higher than our expense. All commitments to the National Church, to the Eighth Province, to ecumenical groups and other Church-related institutions were met in full. There were a few line items which were unavoidably above budget estimates because of price increases, but the committees and commissions responsible for the program of ministry and outreach worked well within or below budget allocations. The result was that the Diocese ended its 1984 program year with a net operating cash credit balance of \$13,863, sizeable enough to be gratifying and not large enough to be embarrassing. If income estimates and projected costs are on target, there ought not to be a large surplus, and this 1984 budget had integrity in its program objectives and its projected costs.

The Canons provide for what must be done with any operating surplus, and for the information of new delegates to Convention, this 1984 credit balance of \$13,863 will be carried forward and applied to the funding of the 1986 program.

We are now almost at the end of the 1985 program year, and need to take a look at where we stand. Last year I told this Convention that we would need to collect at least 96 to 97% of assessments in order to meet our program commitments and still break even at the end of the year. This is true for 1985 also, and I believe it can be done. Assessment receipts through the end of the third quarter were slow, and this is always a matter of some concern to the Bishop and Council and the Treasurer, but in October, assessment receipts picked up considerably, and as of yesterday, 91.4% of assessment funding for the 10 months of this year have been received. Part of the problem for our operating cash deficit this year is that some of the congregations have not made payments for several months and have waited until October, November and December to catch up on arrears. Please do your best to pay on a month-by-month basis, even if it is only a partial payment.

I will repeat another thing I said last year - that I do not know of any congregation which does not want to pay its assessment in full. Those congregations which are in arrears have all assured me that they will do their best to meet their share of the budget costs in full or as far as they possibly can. With this good will and God's help, I think we can be optimistic as we look toward the year end and the 1986 program.

Next year with the reduction in assessment factor, the budget will not only be lower than it is this year, it will be some lower than it was in 1984. Eighty-three of our ninety congregations will be paying less to the Diocese in assessments than they are currently paying. Also, this reduction in assessment coupled with an increase in pledged income for 1986 (and experience shows that our congregations average a 7.5% increase in income each year) ought to reduce the stress on congregational budgets for 1986. I would respectfully remind congregational delegates as the vote is taken on the budget this afternoon that the diocesan administration relies on the faithful and regular month-to-month assessment support from the congregations to be able to carry out the program which you as Convention have voluntarily agreed to undertake.

Before I leave the subject of assessment support, I am moved once again to tell Convention about those congregations not yet in union with Convention, who are not assessed for support of the diocesan budget, but who voluntarily send in payments. In the past two or three years I have given you their names. They are: St. Matthew, Castle Rock, a parochial mission of St. Stephen, Longview; the developing missions of St. Clare, North Bend and St. Timothy in Yelm. Now another congregation has been added to these faithful three. The new Cambodian congregation of the Holy Family of Jesus, which meets at St. Matthew's Church, Tacoma, was formed this year in the early summer. This new, refugee congregation needs every penny it can lay its hands on, but I am privileged to advise Convention that when this congregation was formed, they immediately began to send in to the Diocese \$50.00 a month in voluntary assessments. To date they have contributed \$250.00 to the diocesan budget during the five months this congregation has been in existence. It is this kind of spontaneous giving which reminds me once again how inadequate the word "assessment" is to describe the support which our congregations make to carry out their apportioned share of the program costs. So with thanks to God, I acknowledge with gratitude the apportionment receipts from the congregations of St. Matthew, St. Clare, St. Timothy, and the Holy Family of Jesus.

To conclude this report, the books of account for the year 1984 were audited by James M. Stanton, Certified Public Accountant, in Seattle, Washington; and a copy of his report of examination has been given to the President, Secretary, and each member of the Board of Directors. Additionally, a copy has been placed in the Archives of the Diocese, and another copy is available at the Diocesan House for any interested member of this Diocese.

Finally, in compliance with the Canons, it is once again my responsibility and my privilege to report to this Convention that the funds of the Diocese have been received and have been disbursed as directed by Convention. Thank you.

Joyce McConnell

REPORT OF THE DIOCESAN INVESTMENT FUND

Delivered to Covention November 8, 1985

Dr. James F. Jodges, Vice President for Finance

Dr. James F. Hodges, Vice President for Finance, presented a report of the Diocesan Investment Fund, which as of September 30, 1985 had passed the \$6,000,000.00 mark. This is a substantial increase over the year end report as of December 31, 1984, which had previously been mailed to the clergy, senior wardens, junior wardens, and treasurers of the churches.

BUILDING LOAN & MISSION DEVELOPMENT FUNDS REPORT

Delivered to Convention November 8, 1985

Dr. James F. Hodges, Vice-president of Finance

The Mission Development Fund, which is used to purchase property for new mission sites, now has a value of approximately \$600,000.00. This sounds like a substantial sum but we are finding that when we purchase property today we are paying out about \$150,000. for each purchase.

The Building Loan fund now has a value of \$1,600,000.00 This again looks like a good sized figure, but when we consider that we need \$250,000. or more to interim finance a new church building, you again see that the Fund is minimal.

The Board of Directors has been considering for some time the need of a development officer to conduct a capital fund campaign to provide for a minimum of needs. I would say that the Mission Development Fund and the Building Loan Fund ought to be doubled if possible.

Report to Convention - 1985 (copy corrected as amended by Convention)  
Commission on Personnel

The Commission on Personnel was chartered by and reports to Convention.

This report contains the separate reports and recommendations of subcommittees for:

- I. Clergy/Vestry Goal Setting, Evaluation, Performance
- II. Church Lay Employees Employment Guidelines
- III. Personnel Manual Review and Update
- IV. Clergy Compensation

I. Report of Clergy/Vestry Goal Setting, Evaluation, Performance Subcommittee:

The subcommittee on "clergy evaluation" believes that the standard, hierarchical employer/employee performance appraisal would not prove very helpful; and that mutuality must be a primary factor for ensuring the success of any clergy evaluation system. The subcommittee examined numerous evaluation systems used by business and industry.

Recommendations

This subcommittee, during 1986, will develop and pilot test an evaluation system based upon the structure of a "peer review" conducted between clergy, vestries, and Bishop's Committees.

A "peer review" is not a performance appraisal in the traditional sense. The aims of a peer review evaluation system are:

- A. Renewal of commitment.
- B. Personal growth through mutual critical reflection.
- C. Growth in the relationship.

It will not be the goal of this peer review to establish compensation for the clergy-person.

A peer review presupposes that clergy and vestry have

- A. A commitment to a growing relationship
- B. Together identified and articulated areas of mutual concern (i.e. common goals).
- C. Together identified and articulated areas of individual concerns (ie: individual goals).

The peer review would best be done at an annual vestry retreat or a quiet day.

- 1. A peer review should begin with the vestry and clergy asking themselves, "What did we say we were going to do?"
- 2. The group then compares what presently exists with what they hoped individually and corporately to accomplish.
- 3. Only actions, words and results should be evaluated and not the people or their personalities. Emphasis should be on positive accomplishments followed by a description of those works which the individual or group failed to achieve.
- 4. All members of the group then assist one another by exploring ways that they might become more effective in achieving their goals.
- 5. The group then turns its focus to ask "where are we going?" and to develop specific goals and strategies for achievement.

#### CONCLUSION

The format of the peer review must be adaptable to the differing needs of various clergy and vestries and, in some instances, could require a "third party" to help facilitate the process and the group's relationship.

The subcommittee on Clergy Evaluation intends to thoroughly pilot test and evaluate the proposed peer review process for one to three years before it is released in final format. The critical nature of clergy evaluation demands that the process do much more than the traditional processes used today.



## II. Report of Subcommittee on Church Lay Employees Employment Guidelines

The Subcommittee on Church Lay Employees examined the objective of establishing a set of general guidelines for congregations to use in hiring and the administration of compensation and benefits for church lay employees.

In 1984, this subcommittee had concluded that developing detailed and specific standards covering hiring, compensation and benefits for church lay employees was not a realistic objective. Employment practices and job structures throughout the diocese are highly complex and are further complicated by the volume of lay work being done by lay volunteers. Consequently, there is not an adequate base for comparing any given job from one parish or mission to another. Job titles are in no way indicative of comparable work or relative levels of responsibility.

The 1984 subcommittee recommended that, in 1985, the subcommittee pursue the task of creating a set of general guidelines for the employment of church lay employees that would not be imposed as mandatory standards for hiring, compensation and benefits.

### Conclusion

1. Published guidelines for hiring, compensation and benefits would have almost no value for the lay employees or the congregations. Such guidelines could not be enforced, and they would be subject to broad and conflicting interpretation by clergy, vestries, Bishop's Committees and by lay employees themselves.
2. A set of general guidelines would not satisfy the requests of those church lay employees who want firm standards for hiring, compensation and benefits for lay employees.
3. The Bishop's Commission on Personnel will not establish or recommend any definite standards or guidelines for congregations to follow in the hiring, compensation and benefits for church lay employees.

Recommendations

The Commission recommends that each parish review its compensation and benefits practices in terms of the following questions:

1. Are paid parish lay employees receiving a level of compensation commensurate with their specific duties and level of responsibility as compared with similar jobs (with corresponding duties and responsibility) in the local community?
2. Do full-time paid lay employees have medical insurance that adequately protects them and their families?
3. Do full-time, paid lay employees have a pension plan?
4. Are the compensation and benefits equitable in relation to the compensation and benefits provided other employees of the congregation?

The Commission wishes to encourage congregations to examine their compensation and benefits for lay employees at least annually to assure that they are fairly compensated for their duties and responsibilities and for the level of professional skill required to effectively perform their jobs.

III. Report of Personnel Manual Review and Update Subcommittee

The subcommittee's 1985 goal was to review and update the Diocesan Personnel Manual in general and the sick-leave policy in particular, the latter at the request of the Diocesan Council. It was the conclusion that the sick-leave policy is generally within the parameters of general policies of other employers and that no changes need be effected at this time.

The subcommittee did find numerous ambiguities and some inaccuracies in the manual. However they found no evidence that any of these had caused any particular problems or had led to any abuses of the policies.

The subcommittee has worked with the Deputy for Administration to correct the errors and eliminate the ambiguities and the manual is presently in the process of being rewritten.

#### IV. Report of Clergy Compensation Subcommittee

This subcommittee dealt with a number of questions and problems during the year and, for ease of discussion, they have been segregated into the general areas of study as follows:

IV-A General Philosophy and Policy

IV-B Clergy and Diocesan Staff Salary Rate Ranges for 1986

IV-C Salaries of Bishop and Treasurer

IV-D Compensation of Supply Clergy

IV-E Compensation of Interim Clergy

IV-F Compensation of Assisting Clergy

#### IV-A General Philosophy and Policy

In 1980, the Convention adopted a revised approach to the establishment of salary ranges for clergy in parishes and missions as recommended to it by the Commission. It also adopted salary minimums in relation to the ranges based on the grade of the parish or mission and the tenure of the priest. By the action of the Convention, these ranges and minimums were made mandatory, although a provision was also adopted giving the Bishop the authority to exercise discretion and approve exceptions upon request. The Bishop has approved some exceptions.

At subsequent conventions and convocations concerns have been expressed that the ranges may be inappropriate for some areas of the Diocese. As a result, the question was raised regarding the feasibility and effect of making the ranges voluntary guidelines rather than mandatory. The Bishop, in response, requested the Commission to consider this issue and report its findings and recommendations to Convention.

#### Conclusions

The Commission, through a subcommittee and as a committee of the whole has reviewed this issue thoroughly through its representative members, through informal discussions at large in the Diocese and with Diocesan administrators, including the Bishop. The Commission finds that:

- The philosophy of the Diocese to ensure that clergy be compensated in such a manner as to be able to maintain a "moderate standard of living" is an appropriate and workable concept.
- The Convention has had several opportunities to change the mandatory policy but has chosen not to take such action.

- The level of income necessary to maintain a moderate living standard may vary between urban, suburban and rural communities and between distinct geographic areas of the Diocese.
- Variations between communities in the income necessary to maintain a moderate standard of living cannot be statistically measured.
- Few exceptions to the policy have been requested of the Bishop. Exceptions approved by him have applied only to that portion of policy dealing with seniority-related position within grade and not to the minimum pay of the grade.
- A few parishes and missions have been financially unable to retain clergy on a full-time basis.
- The requirement of meeting minimum standards has, in some economically impacted areas, resulted in financial hardship and/or embarrassment or, in some instances, resulted in part-time employment.
- Voluntary guidelines in lieu of mandatory pay scales would reverse the progress made over the past decade in the ability of the Diocese to attract and retain quality clergy, would result in inconsistency between comparable parishes and missions and could result in abuse.

The Commission concludes that the concerns expressed have validity in some circumstances but does not feel that the solution lies in changing the policies from mandatory to advisory but rather, in providing procedures under which exceptions may be allowed.

#### Recommendations

The Commission recommends that the following program be adopted by the Convention for a period of five (5) years ending December 31, 1990.

1. The Commission on Personnel shall continue to recommend annually to Convention standard and mandatory clergy salary ranges in accordance with the standards and procedures in effect and previously approved or subsequently adopted by Convention, including the authority of the Bishop to grant individual exceptions.

IV-B Adjustment of Salary Ranges for 1986

The Commission researched compensation trends and practices for business and industry and reviewed Bureau of Labor Statistics reports on the Consumer Price Index.

Recommendations

The salary scales of clergy and diocesan staff employees be increased by 4% above those adopted for 1985, as reflected in APPENDIX A attached hereto. This increase is in excess of the 3% recommended by Council and included in the budget presented at Convocation meetings.

IV-C Salaries of Bishop and Treasurer

The Commission is charged by the Canons with recommending to Convention the salaries to be paid the Bishop and Treasurer for the ensuing calendar through his salary administration within the budgetary process.

The Commission recommends that the salaries of Bishop and Treasurer for 1986 be increased to the mid-point of their rate ranges as established by action recommended in IV-B, above, and listed in APPENDIX A.

	<u>Minimum</u>	<u>Mid-point</u>	<u>Maximum</u>
<u>Bishop, Grade 16 Published</u>	\$43,880	\$58,500	\$73,120
Adjusted for Housing	35,100	46,800	54,896
<u>Treasurer, Grade 14 Published</u>	32,230	40,240	48,250

Thus, the recommended salary for the Bishop is \$46,800 plus housing as presently provided and the recommended salary for the Treasurer is \$40,240, both of which reflect the 4% increase incorporated into the salary ranges of Appendix A.

IV-D Compensation of Supply Clergy

The Commission examined the suggested minimum fee schedule for supply clergy at the specific request of some of the clergy and in view of the fact that it has remained the same for several years. The Commission believes that mandatory fee schedules for supply clergy are inappropriate and that such fees should remain subject to negotiation based on individual circumstances. The Commission does, however, recommend adoption of the following advisory guidelines to provide a frame of reference for both clergy and congregations.

8:00 a.m. Service, Sunday, no sermon . . . . .	\$35
One Sunday Service with sermon . . . . .	\$60
Two Sunday services with sermons . . . . .	\$80
One midweek service, no sermon . . . . .	\$25

Past general practice has included payment of mileage to the Supply Priest.



#### IV-E Compensation of Interim Clergy

The Commission had not previously considered the appropriate compensation of Clergy who are serving a congregation in an interim capacity during sabbaticals or vacancies in the position of Rector or Vicar. As in the case of IV-D, above, the Commission believes that mandatory policies are inappropriate because the services contracted for in such circumstances vary widely. However the Commission suggests the adoption of an advisory guideline that Interim Clergy be compensated based on one salary grade below that established for the parish or mission, prorated for the actual percentage of time committed. This is intended to reflect that Interim Clergy are generally not expected to participate in administrative activity.

#### IV-F Compensation of Assisting Clergy

The Commission considered the previously unexplored territory of compensation of Assisting Clergy. Once again it is deemed inappropriate to recommend mandatory policy because of wide variations in circumstances. Assisting Clergy should generally be compensated based on the grade two levels below that of the Rector depending on qualifications and experience.

#### Summary of Proposed Action:

- II Lay Employees: Recommend self-examination by congregations of employment and compensation policies.
- IV-A. Compensation Philosophy and Policy.
- IV-B. 1986 Salary Ranges: 4% increase.
- IV-C. Salaries of Bishop and Treasurer: Mid-point of ranges as increased for 1986.
- IV-D. Supply Clergy: Advisory fee schedule.
- IV-E. Interim Clergy: Advisory compensation policy.
- IV-F. Associate Clergy: Advisory compensation policy

Richard G. Phelps  
Chairman, Commission on Personnel

Proposed 1986 Salary Ranges

Appendix A  
Part I

85/20/9

<u>Clergy</u>			
<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
A	\$ 36,225	\$ 45,280	\$ 54,335
B	\$ 32,930	\$ 41,160	\$ 49,390
C	\$ 29,935	\$ 37,420	\$ 44,905
D	\$ 27,215	\$ 34,020	\$ 40,825
E	\$ 24,745	\$ 30,930	\$ 37,115

Application Policies:

1. If housing is provided, range is reduced by 20%.
2. Clergy must be paid at least the minimum of the applicable range.
3. Priests with total experience in ministry of ten years or more must be paid at least \$30,930.
4. Priests with five or more years in the same grade or parish must be paid at least 90% of the mid-point of the applicable range.
5. Priests with ten or more years in the same grade or parish must be paid at least 100% of the mid-point of the applicable range.
6. Exceptions to these policies require approval of the Bishop.
7. All employment agreements with clergy must be rewritten or amended to reflect changes in compensation or other provisions and a copy must be forwarded to the Bishop.

## Proposed Salary Ranges

Appendix A  
Part IIDiocesan Staff

<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
16	\$ 43,880	\$ 58,500	\$ 73,120
15	\$ 37,420	\$ 46,830	\$ 56,240
14	\$ 32,230	\$ 40,240	\$ 48,250
13	\$ 29,740	\$ 34,930	\$ 40,120
12	\$ 25,850	\$ 30,390	\$ 34,930
11	\$ 23,040	\$ 27,140	\$ 31,240
10	\$ 20,650	\$ 24,340	\$ 28,030
X			
X			
7	\$ 17,850	\$ 20,990	\$ 24,130
6	\$ 16,120	\$ 18,930	\$ 21,740
5	\$ 14,600	\$ 17,200	\$ 19,800
4	\$ 13,740	\$ 15,790	\$ 17,840
3	\$ 12,660	\$ 14,600	\$ 16,540
2	\$ 12,120	\$ 13,420	\$ 14,720
1	\$ 11,140	\$ 12,330	\$ 13,520

Note: Benefits are to be treated separately.



# DIOCESE OF OLYMPIA

The Episcopal Church in Western Washington

TO: THE 1984 CONVENTION OF THE DIOCESE OF OLYMPIA  
 FROM: J. KIM HENRY, VICE PRESIDENT, DIOCESAN COUNCIL  
 SUBJECT: COUNCIL'S ANNUAL REPORT TO CONVENTION  
 DATE: 4 OCTOBER 1985

My brothers and sisters in Christ Jesus, the 1985 Diocesan Council submits to you a report of our activities since last we met.

I would like to take just a moment to thank eighteen outstanding people for all of their hard work during the past year.

Four Council members are completing their four-year terms:

Mrs. Carolyn Allendoerfer (NORTHERN)  
 The Rev. Robert Carver (CENTRAL)  
 Mr. J. Kim Henry (OVERLAKE) [VICE PRESIDENT OF COUNCIL]  
 Mr. James Kirby (SOUTHERN)

Members with one year of their term remaining, include:

The Rev. Robert Dunn (OVERLAKE)  
 Dr. Michael Evans (SEATTLE SOUTH)  
 The Rev. Norman Johns, III (PENINSULA)  
 Mr. Matt Maury (SOUTH KING)

Members with two years remaining are as follows:

The Rev. Michael Creighton (SEATTLE NORTH)  
 Mr. Richard Gadsden (SOUTH KING)  
 Mrs. Doreen Miller (SOUTHERN) [SECRETARY OF COUNCIL]  
 Mrs. Patsy Walker (SEATTLE SOUTH)

The year's newest members, with three years remaining, include:

Mr. Clifford Flanary (NORTHERN)  
 The Rev. Edward D. (Ted) Leche (NORTHERN)  
 Mr. John Marshall (PIERCE)  
 Mrs. Constance Moorhead (SEATTLE SOUTH)

In addition to the sixteen people listed above, who have either been elected by Convention, or appointed by the Bishop, there are two additional Members. The PRESIDENT OF COUNCIL is, of course, THE BISHOP; and, a second ex-officio Member, also with seat, voice and vote, is the President of the Standing Committee. Since the Standing Committee elects its president for a one year term, only, this Council Member position also changes annually. This year's Standing Committee President is The Ven. William Burnett of NORTHERN Convocation. We wish to thank Fr. Burnett for his service on Council this past year.

The 1985 Diocesan Council actually began its work on the weekend of December 6th, at Huston Center. All but one of the Council Members were in attendance, as were many of the Diocesan Staff. Since the 1984 Convention refused to accept The Bishop and Council's proposed 1985 Budget, and passed a substitute, the first order of business for the new Council was to draft a new 1985 Administrative Budget. The Council gave direction to the Bishop and his Administrative Staff, and a final presentation was made in January.

Much of the balance of the weekend was spent discussing the effect that the Convention mandated 3.55% reduction in assesment income would have on the 1986 budget. The Council discussed many of the programs of the Diocese, and even though it was a most difficult task, set to work attempting to define areas in the budget where we could find reductions in an amount exceeding \$120,000. As would be normal in such a situation, no two people were in agreement. In the spirit of a good "Episcopal Compromise," three different groups worked out three separate proposals. These three proposals were then given to the Bishop and his Administrative Staff as being somewhat representative of the "mind" of the Council. The Bishop was asked to give Council a first draft of the 1986 budget at the all-day meeting in January. Council would then set the proposed budget for Winter Convocation action.

At that time the Council decided to implement a long-discussed proposal, (i.e. having each of the Convocations send a representative to the Program and Budget Committee.) The Council requested that each of the nine convocations appoint a member of P.B.C. (to be confirmed by Council at the January meeting). These nine members, together with the three Council members mandated by Canon, would then serve as the Council's alter ego during the coming year.

The Council members appointed to P.B.C. are as follows:

The Rev. Norman Johns, III (CHAIRMAN)  
 Mrs. Patsy Walker  
 Mrs. Constance Moorhead

The nine Convocation appointed members include:

Mr. Bill Jesset (SOUTHERN)  
 Ms. Jean Leed (SEATTLE SOUTH)  
 The Rev. Kenneth Snyder (SOUTH KING)  
 The Rev. Thomas Murphy (CENTRAL)  
 Mr. John Dysart (PIERCE)  
 Mr. Al Grieve (NORTHERN)  
 Mr. Vernon Jones (PENINSULA)  
 Mr. Mike Park (SEATTLE NORTH)  
 Mr. Loial Haas (OVERLAKE)

We believe that the newly established Program and Budget Committee, for the most part, worked with a good deal of success. Attendance at meetings was not all that it could have been, but it is our hope that with a second year of the program, the Convocation representatives will begin to feel some ownership of the Committee, and will work hard to attend meetings and represent their Convocations. We understand that most of the Convocations have already filled this position for the coming year, either by appointment or by election.

If this committee really believes that they can be a part of the budgeting process, by faithfully reporting and defending actions taken by their respective Convocations, then the new P.B.C. will be what we have prayed it would be.



One item of great significance that occupied much of the Council's meeting time this year was the question of the Campus Christian Ministry (CCM).

The Council first discussed the CCM problems at Western Washington University and the University of Washington at the December get-away, and with only one exception, continued to discuss the Diocese's on-going relationship with CCM at every meeting until June, at which time the decision was made to withdraw from participation in the two CCM programs.

As you know, this decision was not made lightly. The Council heard the reports from several of the Convocations, and heard several reports from the Commission on Higher Education. Most of the reports requested more time (at least another year) in which to study the problem. Several important decisions needed to be made regarding this ministry, and the Council had to take a long, hard look at the following items:

1. The Archdiocese of Seattle is withdrawing from participation in CCM on the University of Washington Campus.
2. Curtailed income in the budget will not allow the Diocese of Olympia to increase support for CCM at U of W.
3. A decision had already been made to discontinue the Full-time Chaplain on the U of W campus.
4. Many requests from congregations and Convocations regarding a student-oriented, congregation-based campus ministry program.

With these items in mind, and after many hours of discussion and much time devoted to prayer, the Council finally made the decision to withdraw from active participation in CCM at the two Universities.

It is our hope and prayer that, with assistance from the Diocese, the congregations nearest these Universities, as well as Evergreen State College in Olympia, can become actively involved in a Campus Ministry program that will benefit both the institutions and the congregations.

And, now, if you will allow it, a moment of personal reflection.

As you know, my five years on Diocesan Council is at an end. I have been most honored to serve one year as EXECUTIVE SECRETARY, and the past three years as VICE PRESIDENT. It has truly been hard work, but it has also been most rewarding, and a great deal of fun. The fun part has been in meeting so many wonderful people of this Diocese. I have been privileged to take part in many Convocation meetings throughout the Diocese, and you have always made me feel welcome. The questions have not always been easy to deal with, but throughout it all, we have all been able to understand that the work we do is not our work, but the work of God. It is His will we must discern...it is His will we must work in everything we do.

The people of Olympia are twice blessed....not only do we live in one of the most beautiful areas of the world, but in our Diocese we have a Bishop and staff who really care about us. I wish to take just a second to thank this wonderful staff who have done so much to make my position easier, and to help correct my mistakes of over-enthusiasm.

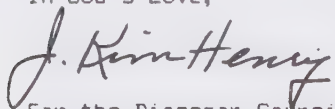
I will be forever grateful to Betsy Greenman and Pearl LaRonde for helping me over the rough spots, and for taking the time to help make me a better person.

To the Venerable Archdeacon of Olympia, I say, "Thanks, Paul, for trying to keep me out of trouble these past few years, and thanks for just being YOU."

And, finally, but certainly not least, I wish to say how grateful I am to our Bishop, Robert, for all of his guidance the past five years. Believe it or not, I do not seem to have words to express my love and appreciation for all of your kindness. As you near the last few years of your Episcopate, I wish you all of the best, and hope that your dreams and your Vision for this Diocese may become a reality.

And, to YOU, THE PEOPLE OF OLYMPIA, I wish God's Blessing on you each and every day. Thank you so much for honoring me. I hope your trust was well placed.

In God's Love,

A handwritten signature in cursive script, reading "J. Kim Henry". The signature is written in dark ink and is positioned above the printed name of the Diocesan Council.

For the Diocesan Council

# MONIES FROM ASSESSMENT RATE RELIEF

Presented to Convention November 8, 1985

Mrs. Jonie Pritchard

In reading the minutes of the nine convocation's Fall meetings, I came away with the feeling that not too much thought had been given to how to use the increased monies that congregations will have in 1986 due to the reduced assessment rate voted into effect by the 1984 convention, other than, in general, easing their own budgets.

But upon further reflection, I could see that people really did want to put these monies to good use, both within the individual congregation and within the convocations. In fact, the Northern Convocation was so interested in what was going to happen to these funds that they didn't wait for a directive from the Bishop but had this subject on their agenda for their Spring meeting. Several Convocations have established committees to bring ideas and plans to their delegates for convocational ministries.

Specifically, and alphabetically, the Central Convocation had "no strong sense of a Convocational project". And yet there were suggestions of team ministry and funding of a sacramental priest for coast missions. Then there were ideas for individual congregations; increased outreach and easing of parish budgets.

As a Convocation, Northern is very concerned about the Campus Christian Ministry. The allocating of money towards a possible convocational program will be deliberated upon when the Diocesan Commission on Higher Education has planned a program with goals and plans for implementation. In other words, Northern is asking for direction on this project. As individual congregations, four mentioned an increase in local outreach programs, three told of their wishes to expand their refugee programs, three will use the increased funds to meet their diocesan assessment, two spoke of expansion and maintenance, and one will use 35% of their increased funds for lay ministry.

Overlake, as a convocation, mentioned only the previous discussions on shared youth ministry. but as an officer of the Convocation, I know that several ideas are being discussed by the clergy for presentation to our Winter meeting. They include concern for Campus Christian Ministry (with thoughts of possible joint work with other convocations) and possible joint Layreader Training. Individual congregations are putting most of their new found funds towards facilities and program, while one parish plans to use the money for Project Outreach.

Local programs will consume most of the money for the congregations of the Peninsula Convocation. Also, the establishment of the Silverdale Mission will receive support from the Convocation. Peninsula has, for several years, what they call the Copper Crusade. I note from their minutes that they will be sending \$1,500, for 1986-1987, to a woman who is teaching English to Chinese English teachers in China. They are to be commended.

Pierce Convocation presently supports Faith Home and will be giving support to the new Holy Family of Jesus Mission, the first and only Cambodian Episcopal Church in the world. Two missions will be able to reduce their grants. One will increase their outreach program, while another will be aiding the new Mission.

Seattle North did not address this question at their Convocation meeting so I have nothing to report on that level, but each congregation was contacted as to their plans, if any. A couple of good ideas came out of that. One parish hopes to fund a house or apartment to be used for interim emergency housing. This will be done with the aid of the Seattle Emergency Housing Association. Another parish hopes to attain a new assistant to the rector to work in outreach and pastoral care. The strengthening of the Christian Education program and the covering of general budget expenses are planned by several churches, while one is not receiving a reduction and another's is just too marginal for any project.

A proposal was made to the Seattle South Convocation that most of the funds be earmarked for "Special Urban Ministries". A committee will be formed to study the possibility of such a project and the proposal will be redrafted for review, comment and/or action by the various Vestries and Bishops Committees.

South King Convocation has a convocational council, whose role is to explore possibilities for shared support of ministries in the convocation. Teen programming and Youth Ministry seemed to be the main focus at present. Individual congregations plan to use the monies for relief of budgetary needs and for programs.

Southern convocation has established a committee to study recommendations for convocational action. Three of the ideas suggested at the Fall meeting included Kairos, which is a ministry to prisoners, possible donations to Fish, which is in great need due to local unemployment problems, and soup kitchens operated by congregations but with convocational support. As for the individual congregations, most expressed similar comments that we have already mentioned, such as operating expenses, outreach, the reduction of the amount required in diocesan grants. And one mentioned simply paying a larger portion of their diocesan assessment.

As you can see, several Convocations are in the planning stage and should be ready with proposals for the Winter meetings. It must be remembered that the members of the convocations are not in a position to speak for their Vestries and Bishop's Committees. This means that the process can take a goodly amount of time, especially when it comes to asking for money or action. Then again, what is the role of the convocation? Is it designed to implement shared ministries? Is there any feeling of dedication to the workings of the convocation by the lay people or, for that matter, by the clergy? Is there enough time and energy left over from parish work and possible Diocesan participation to devote to a third level of ministry? These are questions I would put to us all before we start establishing convocational programs. If the answers are "yes", then go to it! And may God be with us in our endeavors.

As was mentioned in Bishop Cochrane's letter to the convocation presidents, "The stated concern behind the action (of the assessment rate decrease) was for financial relief to local congregations." Some of the individual congregations will get some much needed relief, while outreach committees will be busy. Expanded refugee programs and new Mission will also be helped. May God grant that we use our stewardship wisely and in His name to further His Word in our little corner of the world, whether it be at the local level, the convocational level, the diocesan level, or all three.

Jonie Pritchard and Phyllis Marsden



Narrative Sheet to Accompany the Draft of Proposed 1986 Budget

This first draft of the proposed budget for 1986 has been based on a total revenue from all sources estimated at \$1,689,588. (See Page 1 of the proposed budget for funding details.) This total is \$157,368 less than the funding for the 1985 budget. The Bishop and Council, in developing the 1986 budget, had to deal not only with the decrease in income, but also had to take into account estimated increases next year for certain budgetary items, totaling \$26,272. This meant that decreases in a gross amount of \$183,640 had to be made in current program/staffing costs to keep within estimated income for 1986. A summary of the increases and decreases in each program objective is attached to the enclosed copy of the 1986 budget.

The decisions on which budget items should be reduced were not easy to make. At the December 1984 over-night meeting of the Diocesan Council, the members, who represent the 9 convocations of the diocese, moved into four separate working groups to consider these matters. Their recommendations for budget reductions were based on the priorities and actions of the 1984 Convention, as well as on goals of the diocesan Vision Statement. These recommendations were collated and given to the Office of the Bishop. Based on this input from Council, the Bishop's Office prepared a budget, which was presented to the January 24, 1985 meeting of Council. A few adjustments were made, totaling \$22,000 for all objectives; and this first draft of the 1986 proposed budget is now presented to the Winter meetings of the Convocations.

Each Convocation this year has a representative who will serve on the Program and Budget Committee. These convocation representatives will report convocational response back to the Bishop and Council, for consideration and possible redraft of the budget. Please study the attached budget carefully, in conjunction with the following notes, and be prepared to respond to the budget presentation. The response from the Convocations will be heard!

Objective I

The funding for the Ministry to Human Need commissions remains essentially the same. The distribution of the \$22,600 allocated will be negotiated between the committees comprising the Block. It is recommended that TIE (Toether in Employment) be eliminated as a program of the diocese. This program, as a diocesan activity, has been in a state of transition and phasing out over the past two years. Very similar programs are available through ecumenical and social agencies.

FAITH HOME: Until this year, Faith Home has been allocated \$500 each year as a line item. The \$25,000 allocated for 1985 is the first installment of a decreasing three-year grant for capital purposes only. This institution is experiencing some changes in support and use, and is currently facing financing problems. It is not recommended that the same \$25,000 grant be made in 1986, but that the substantial amount of \$12,000 be allocated to evidence the support of the Diocese as Faith Home approaches other agencies for funding.

Objective II - Diocesan Ministries

There is a token increase of \$1,000 to mission congregations to signify the high level of support for missions and mission expansion. This is not seen as a "hold the line" funding, but may include monies for new work, as established missions work toward reduced grants and eventual self support.

Grants to Parish Congregations - a new item in 1985 - is funded at an increased amount in 1986, to provide assistance to those parishes in economically depressed areas which are experiencing temporary difficulties in maintaining full operations.

Funding for Clergy Moving Expense and the Pike Market Ministry are continued at about the same level as that of 1985.

#2100, Special Populations: Funding for the ministries comprising this group is reduced as the diocesan program moves toward decentralization and an emphasis on congregation-based ministries.

The Commission on Higher Education is currently developing plans for a parish-based ministry to students at both the U.W. and Western Washington. Grants are continued to the parishes serving Evergreen and Skagit Valley Colleges. Item #2118 \$1,500 is new funding to provide support for congregations which may develop ministries to other colleges throughout the diocese.

#2120, Maritime Ministry: This Commission, while retaining the services of a half-time diocesan funded minister to the Puget Sound area in 1985, is currently developing plans for diocesan-wide congregation-based waterfront ministries. For 1986 a new item of \$1,500 has been included for ministry at other ports in eastern Washington in addition to the Seattle, Tacoma, and Vancouver ministries funded in the current budget.

#2130, Hospital Ministries: The Hospital Advisory Board, which has a funded coordinator in 1985, is developing a volunteer program of lay and ordained ministers. This program was originated by the Overlake Convocation, in response to the Diocesan Vision Statement. The Overlake Convocation and the Hospital Board are consulting in order to coordinate and implement a combined ministry in 1986. The funding is program expense support only.

#2140, Ministry to Refugees: While the grant for the new Cambodian Ministry in Pierce County is continued at the same level, the general program funding for refugee resettlement is reduced to \$2,000 as the Commission moves from an agency to a parish-based program of refugee resettlement. The refugee program funding is supported by grants from the Federal Government and the Presiding Bishop's Fund.

### Objective III

There are some reductions in program funding in this area. These were made in dialog with the Director of the Education and Resources for Training, and are in line with actual 1984 expenditures for other programs in this group.

Objective IV - Ministry of the Diocese Funding for Religious Broadcasting, the Clergy Residency Program, and the Standing Committee has been eliminated from the 1986 budget. There are small increases in other program areas, including the Episcopal Transition Fund. This allocation is to provide a reserve fund to cover the 1988 costs of a special convention, the search, and the consecration of a bishop coadjutor to succeed Bishop Cochrane, who has announced his intention to retire in 1989.

### Objective V

The increases in this objective are based largely on the estimated increases in the diocesan support of the national and provincial programs of the Church. The National Church Quota and General Convention Assessment are estimates only, and will not be firm figures until after the adoption of the budget of the National Church at General Convention in September 1985. These figures are therefore subject to upward or downward adjustment. It has been traditional for the Diocese of Olympia to support the program of the National Church in full, and it is anticipated that this tradition will be continued as the General Convention elects a new Presiding Bishop this year, to assume leadership in 1986.



Objective VI - Ministry of Administration The funding for this objective is increased by \$1,888 only, over expenses for 1985, of which \$1,000 is an increase in Auditor's fees from \$5,000 to \$6,000, which represents the auditor's cost only of the service. There is a reduction in the Contingency Reserve Fund for staff travel expense, and a corresponding increase in the expenses of Diocesan House operation, to meet anticipated maintenance and repair costs.

Objective VII - Services to Congregations There are anticipated increases in the allocations for blanket congregational insurances, and for Committee Travel Expense. The subsidies for operations at Huston Center and St. Andrew's House remain the same as those for 1985. There is a decrease in the grant to the Cathedral Chapter for Maintenance and Repairs. Originally recommended at a 15% reduction, (the estimated decrease in assessment based on the 20% factor) the Council voted an additional \$10,000 decrease to the new total of \$21,770.

Objective VIII - Staffing for Ministry There is a total reduction of \$75,585. Funding for staff support for Social Action, Ministries for Higher Education, Maritime and Hospital Chaplain have been eliminated; the contract staff funding for the clergy residency supervisor and stewardship consultant have been eliminated. There is a reduction in funding for office staff support. The print shop operation will move from full time to half time staffing in 1986, and there will be other internal adjustments, eliminating temporary office services, and involving a reduction in salary costs with the retirement of a senior secretary and a replacement at a lower salary. Insurance is shown at a lower cost than the actual estimated expense. The Diocesan Council recommended that the Personnel and Insurance Commissions consider and make recommendations on reducing the costs of medical and dental insurance.

DIOCESE OF OLYMPIA  
February 1, 1985

85/17/4

## DIOCESE OF OLYMPIA: PROGRAM BUDGET 1986

Revised 1/29/85  
4/24/85

	A Admin. 1985	B 1-24-85 Estimated 1986	C Difference 1985/1986	D 4-25-86 Proposed 1986	E Difference 1985/1986
OBJ. I - MINISTRY TO HUMAN NEED	47,775	34,600	(13,175)	34,600	(13,175)
OBJ. II - DIOCESAN MINISTRIES	407,550	365,000	(42,550)	374,082	(33,468)
OBJ. III - RESOURCES & TRAINING FOR MINISTRY	33,036	27,250	(5,786)	27,250	(5,786)
OBJ. IV - MINISTRY OF THE DIOCESE	96,575	76,200	(20,375)	76,200	(20,375)
OBJ. V - MINISTRY OF LEADERSHIP	331,716	356,100	+ 24,384	356,100	+ 24,384
OBJ. VI - MINISTRY OF ADMINISTRATION	119,010	120,898	+ 1,888	120,898	+ 1,888
OBJ. VII - SERVICES TO DIOCESAN CONGREGATIONS	151,532	142,220	(9,312)	156,892	+ 5,360
OBJ. VIII - STAFFING FOR MINISTRY	659,762	567,320	(92,442)	576,320	(83,442)
	1,846,956	1,689,588	(157,368)	1,722,342	(124,614)

## BUDGET DECREASES (1985/Est. 1986)

BUDGET INCREASES " "  
NET DECREASES

Col. A: The assessment funding of the 1985 Admin. Budget is based on the total of 23.5% of the 1983 Net Disposable Income of the diocesan congregations.

Col. B: The 1986 congregational assessments will be based on 20% of 1984 Net Disposable Income (per action of Convention 1984). 1984 NDI figures are not available at the date of printing. A projection has been made of an estimated 6% increase in 1984 NDI over that of 1983. The figures and total in Column B are therefore subject to change.

Col. D: The budget objective totals as proposed in Col. D are \$32,754 over those in Col. B. This increase reflects the difference between the estimated 6% increase (see Note for Col. B) and the actual 7.6% increase in 1984 NDI over that of 1983. Working with the Program Budget Committee, the Bishop and Council propose the allocation of this additional \$32,754 as shown opposite:

Additional Funding	\$ 32,754
Obj. II - Ministry in Higher Education	
Add \$9,082 to the \$3,000 allocated to items #7113 and #2114, for a total amount of \$12,082. This to be allocated for ministry to students at U.W. and W.U. in 1986.	\$ 9,082
Obj. VII - Cathedral Chapter, #7310	
Add \$14,672 to the 1-24-85 allocation of \$21,770, to bring the total subsidy for St. Mark's Cath. M&M to the full amount of \$36,442 allocable under the formula for setting the subsidy as negotiated between Council & Cath. Chapter.	14,672
Obj. VIII - Staffing for Ministry	
Sewardship Consultant, #806	
Restore funding for services of Stewardship Consultant, eliminated in 1-24-85 est. budget.	2,000
Clery & Lay Dioc. Staff: Medical Insurance, #8903.	
Restore the shortfall in the est. medical insurance premiums for Dioc. Staff	7,000
TOTAL INCREASES: PROPOSED BUDGET (COL. D)	\$ 32,754



OBJ. II -- DIOCESAN MINISTRIES	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)	To be allocated between UW & WWU
2000 Congregations				
2010 Grants to Mission Congregations	\$ 299,000	\$ 300,000		
2015 Grants to Parish Congregations	30,000	32,000		
2020 Research and Development	2,000	-0-		
2030 Clergy Housing Expense	5,000	4,500		
2040 Pilot Market Ministry: Pilot Program	6,600	6,500		
2050 New Mission Funding	22,500	-0-		
Total: Congregations	365,100	343,000		
2100 Special Populations				
2110 Ministry in Higher Education				
2111 Program Diacr. Fund, U.W.	550	-0-		
2112 Program Diacr. Fund, U.H.U.	400	-0-		
2113 U.W. Campus	9,500	1,500 ) (+9,082)	12,082	To be allocated
2114 U.H.U. Campus	4,500	1,500 )		between UW & WWU
2115 Evergreen State College	500	500		
2116 Skagit Valley College	500	500		
2117 Commencement Program Expense	2,400	500		
2118 UPS - PSU - Community Colleges	-0-	1,500		
Total: Higher Education	18,350	6,000	15,082	
2120 Maritime Ministry				
2121 Puget Sound Ministry: General Program	6,000	500		
2122 Tacoma Macartronic Ministry	500	500		
2123 Vancouver Waterfront Ministry	500	500		
2124 Waterfront Ministry: Other Ports	-0-	1,500		
Total: Maritime Ministry	7,000	3,000		
2130 Hospital Ministries Coordinating Committee	2,100	1,000		
2140 Ministry to Refugees				
2141 Refugee Resettlement: General Program	5,000	2,000		
2142 Cambodian Ministry Grant: Pierce County	10,000	10,000		
Total: Refugees	15,000	12,000		
Total: Special Populations	42,450	22,000		
TOTAL - OBJECTIVE II	\$ 407,550	\$ 365,000	\$ 374,082	

1986  
(4-25-85)1986  
(1-24-85)1985  
(Admin.)OBJ. III - RESOURCES & TRAINING FOR MINISTRY

3010 Commission on Youth Ministries	6,750	
3020 Commission on Education	9,000	
3030 Training and Consultative Services	6,000	
3050 Diocesan Resource Center	3,000	
3060 Commission on Evangelism	3,750	
3070 Commission on Liturgy and Music	3,000	
3080 Commission on Stewardship	1,500	
<b>TOTAL - OBJECTIVE III</b>	<b>33,000</b>	<b>27,250</b>

OBJ. IV - MINISTRY OF THE DIOCESE

4010 Commission on Ministry	3,000	2,000
4020 Commission on Ecumenical Relations	2,150	2,500
4030 Washington Association of Churches	3,325	6,000
5040 Religious Broadcasting Corporation	4,500	-0-
6050 Cathedral Chapter - TV Eucharist		
6051 Producer	4,200	
6052 Assistant Producer	2,400	
6053 Production Assistant	1,800	
6054 Altar Flowers, Supplies	1,200	
5060 Cathedral Chapter Program	9,600	9,600
4070 Anglican Meeting Expense	1,500	1,000
6060 Clergy Residency Grants and Program	600	600
	16,000	-0-
6060 The Olympia Churches	43,500	44,000
4091 Editorial Services		
4092 Editorial Assistant Services		
4093 Photography, Artwork, Writing		
4094 Typesetting, Layout		
4095 List Maintenance		
4096 Printing, Addressing, Mailing		
4097 Postage		
4098 Travel, Miscellaneous		
4100 Commission on Communications	1,000	500
4110 Synodical Transition, Reserve Fund	8,000	10,000
4120 Standing Committee	1,200	-0-
<b>TOTAL - OBJECTIVE IV</b>	<b>96,575</b>	<b>76,200</b>



	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
<u>Obj. V - MINISTRY OF LEADERSHIP</u>			
5010 Committee on Convention			
5011 Convention Meeting Expense		9,000	
5012 Secretary of Convention			
5013 Convention Recorder/Staff Services			
5014 Convention Mailings			
5015 Journal of Convention			
5020 Diocesan Council Mileage and Meeting Expense			
5030 National Church Quota	2,500	3,000	
5040 General Convention Assessment	284,000	305,000	
5070 General Convention Deputies' Expenses	19,951	21,500	
Reserve			
5080 Province VIII Quota	3,600	3,600	
5090 Directors and Officers' Liability Insurance	9,065	10,000	
	<u>3,600</u>	<u>4,000</u>	
TOTAL - OBJECTIVE V	331,716	356,100	356,100

OILJ. VI - MINISTRY OF ADMINISTRATION		1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
6020	Contingency Reserve			
6020	Diocesan Staff Travel & Meeting Expense	11,103	9,000	
6050	Diocesan House Plant Operation	13,500	13,000	
6051	Custodian - Salary (Full-time)	12,740		
	- FICA	898		
	- Medical, Dental, Life Insurance	3,013		
	- Industrial Insurance	622		
6052	Heating	17,293		
6053	Electricity	8,500		
6054	Water & Sewer	1,650		
6055	Housekeeping Services	700		
6056	Housekeeping Supplies	800		
6057	Diocesan House Maint. and Repairs	2,700		
6058	Diocesan House Property Insurance	3,000		
		3,464		
		38,107	40,898	
6060	Diocesan Office & Central Services			
6061	Postage	13,450		
6062	Telephone	13,250		
6063	Mail Service Charges	1,500		
6064	General Office Supplies	8,500		
6065	Printing Costs	4,500		
6066	Word Processing Costs	2,100		
6067	Office Equipment Maint. & Repairs	4,800		
6068	New Equipment	3,000		
6070	Auditor's Fee: Operating Account	51,300	52,000	
		5,000	6,000	
	TOTAL - OBJECTIVE VI	119,010	120,898	120,898

OBJ. VII - SERVICES TO DIOCESAN CONGREGATIONS

	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
<u>701 Insurance Services, Congregations &amp; Corporation</u>			
7011 Public Liability			18,656
7012 Naamnet Pension Bond			2,300
7011 Special Events Insurance			2,250
7014 Non-owned auto Insurance			2,112
7013 Medicare Supplementary Insurance:			
Retired Clergy/lay	52,956	58,250	
	10,000	11,000	
<u>702 Commission/Committee Travel Exp.</u>			
<u>7100-7200 Conference &amp; Camping Center Comm.</u>			
7101 Austin Center	27,000	27,000	
7102 Diocesan Subsidy	8,000	8,000	
7200 St. Andrew's House			
7201 Program Subsidy & Revenue			
7310 Cathedral Chapter: St. Mark's	37,370	21,770 (+ 14,672)	36,442
Maintenance & Repairs	1,200	1,200	
7320 Diocesan Archives: Program	15,000	15,000	
7330 Reserve for Assessment Shortfall			
TOTAL - OBJECTIVE VII	151,532	142,220	156,892

OBJ. VIII - STAFFING FOR MINISTRY

	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
<u>8000 Salaries</u>			
8100 Ministry to Human Need			
8101 Social Action Coordinator (8 hrs. Weekly)	4,160	-0-	
8200 Ministries to Special Populations			
8201 Chaplain, U.W.	28,600		
8202 Campus Christian Ministry, W.U.S.B. (Part-time)	4,000		
8203 Mission Chaplain (Full-time)	18,612		
8204 Hospital Minister Coordinator (Part-time)	7,000		
	56,212	-0-	
8300 Staffing for Missions			
8301 Diocesan Archdeacon	36,000	39,850	
8302 Regional Archdeacons (4) (Contract)	8,320	8,360	
	46,320	48,210	

	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
<b>8400 Staffing for Training &amp; Resources</b>			
8401 Youth Director	24,014	24,735	
8402 Education Director	30,300	31,210	
8403 Librarian (1,365 Mts.)	11,616	11,965	
8404 Dean, School of Theology (Half-time)	11,747	12,100	
8406 Stewardship Consultant (Contract)	2,000	-0-	2,000
	79,677	80,010	82,010
<b>8500 Ministry of the Bishop</b>			
8501 The Bishop of Olympia (Plus Housing Provided)	45,000	46,350	
8502 Supervisor, Clergy Residency Program (Contract)	3,000	-0-	
	48,000		
<b>8600 Ministry of Administration</b>			
8601 Deputy for Administration	32,000	34,000	
8602 Treasurer	38,688	39,850	
8603 Assistant Treasurer	22,000	22,800	
	92,688	96,650	
<b>8604 Office Staff:</b>	169,992	149,724	
Office Manager			
3 Executive Secretaries			
Secretary			
Print Shop Operator			
Mailroom Clerk			
Receptionist			
Bookkeeper/Word Proc. Op.			
Secretary, Youth			
Gen'l Clerk, O.C.			
Office Supply Services			
<b>8605 Archivist</b>	2,100	2,500	
		475,564	

	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
<b>8700 Bishop's Allowances and Executive Expenses</b> <b>(Plus house provided)</b>	<b>17,500</b>	<b>17,500</b>	
8701 Bishop's House - Maintenance & Repair			
8702 - Insurance			
8703 - Utilities			
8704 Bishop's Auto Expense			
8705 Bishop's Travel Expense			
8706 Bishop's Executive Expense			
<b>8800 Pensions &amp; Travel Allowances, Contract Staff</b> <b>&amp; Meeting Expenses</b>	<b>2,500</b>	<b>2,500</b>	
8801 Regional Archdeacons' Mileage	250	-0-	
8802 Stewardship Consultant Mileage Expense	1,498	1,545	
8803 Clergy Pensions - Regional Archdeacons (4)	340	-0-	
- Stewardship Consultant	2,398	-0-	
- Clergy Residency Supv.	5,148	4,045	
<b>8900 Pensions &amp; Benefits: Diocesan Program/</b> <b>Admin./Support Staffs</b>	<b>28,433</b>	<b>18,952</b>	
8901 Clergy Employee Pension Assessments	34,152	36,727	
8902 Lay Employee Pension Premiums	48,940	42,662	49,662
8903 Clergy & Lay Insurance - Medical			
- Dental			
- Life			
- State Industrial			
8904 Lay Employee Social Security Tax	24,440	23,670	
Total Fringe Benefits & Allowances	160,613	143,756	150,756
<b>TOTAL - OBJECTIVE VIII</b>	<b>659,762</b>	<b>567,320</b>	<b>576,320</b>
<b>TOTAL - 1985 ADMINISTRATIVE BUDGET</b>	<b>\$ 1,846,956</b>	<b>\$ 1,689,588</b>	<b>\$ 1,722,342</b>

### ADDENDUM TO BUDGET

The Convention of the Diocese, on Friday, November 8, 1985, approved a levy of .3% increase in the assessment factor for the budget year 1986 only. The assessment factor therefore, for budget year 1986 only, becomes 20.3% of the 1984 congregational net disposable income.

This additional levy will produce an additional \$23,238, to be allocated as follows:

- (a) A net amount of \$12,738 to Objective V, to enable the payment of the National Church quota in a full amount of \$320,000 in 1986.
- (b) A total amount of \$10,500 to Objective VIII. This allows an additional increase of 1% in salary ranges for the Diocesan Staff, over the 3% budgeted, and is in conformity with the 4% increase in salary ranges for 1986 as recommended by the Personnel Commission.



# The Evaluation Committee --

## AN OVERVIEW AND SOME OBSERVATIONS OF THE EVALUATION COMMITTEE For the Years 1971-1985

These observations have been made throughout the Evaluation Committee's work in 1985 at sub-committee meetings whose task has been to evaluate the effect the Evaluation Committee has had on the workings of the Diocese since its inception in 1971. They have been made by both current and past members of the Evaluation Committee and by various Diocesan personnel.

### Observations thus far:

+ the Evaluation Committee (hereafter referred to as "EC") has evaluated many programs whose future within the Diocesan budget has been in jeopardy.

+ the Evaluation Committee exists as a committee of Diocesan Convention, yet it receives very little input from the Convention -- as a whole or from individuals.

+ there is no long range plan (with specifics) against which the Evaluation Committee can measure the purpose and effectiveness of Diocesan programs.

+ the Evaluation Committee has evaluated programs in terms of their purpose and the policies they have for implementing that purpose. Yet, to our knowledge, very few commissions and programs have any statement of purpose to guide them in their work. Some are now working on developing such statements.

+ the Evaluation Committee says it is a committee of Convention, but its primary input as to what and who it evaluates comes from the EC itself and the Office of the Bishop. Furthermore, the role of Convention seems to be one of accepting reports from the Evaluation Committee -- who "runs with the ball" from there is not clear, but usually it is the Office of the Bishop and Diocesan Council.

+ it has been hard to track the recommendations made to Convention by the Evaluation Committee. Were the recommendations considered? Were they followed? The question arises: is this function of "tracking recommendations" a task of the Evaluation Committee or some other body in the Diocese? The general feeling is that this IS a function of the Evaluation Committee and perhaps the Evaluation Committee should be more intentional about this.

+ early on (in 1977) the Evaluation Committee defined its purpose as being "to evaluate the effectiveness of Diocesan programs" -- yet there is no model for this: no criteria, no method of knowing what to look for, etc. This has almost always resulted in some subjectivity on the part of the Evaluation Committee leading to specific recommendations -- the results of which have been hard to track and measure.

## -- Report & 2 Questionnaires

+ the Evaluation Committee in recent years has seen itself as being accountable to Convention and not to Diocesan Council. And how Diocesan Council (which is known canonically as the "Convention in recess") has regarded the Evaluation Committee is unclear. But in recent years the perception of the Evaluation Committee has been that it is generally viewed as the "watchdog" of the Diocese -- eager to sniff out any corruption, incompetence or impropriety in programs or groups which Council has rightly regarded as being under its purview.

+ the Evaluation Committee has served a very valuable function in the Diocese. Its role as a committee of Convention has allowed it to look at programs & institutions independently -- without having to regard such things as funding, personal and/or program agendas, and so forth. Furthermore, most of the programs evaluated have taken the Evaluation Committee's recommendations seriously enough to make changes pursuant to the Evaluation Committee's recommendations.

#### Preliminary Recommendations:

+ that the Evaluation Committee formulate its own statement of purpose beyond its recent mandate from the 1984 Diocesan Convention to "evaluate all committees, commissions, facilities and other functioning bodies of the Diocese."

+ that a portion of every oral and written report to Convention include a statement of what has happened from last year's recommendations and that this be a permanent task of the Evaluation Committee every year.

+ that the Evaluation Committee develop its own (more specific) purpose statement and develop some guidelines as to how it goes about its work.

June 1985

EVALUATION COMMITTEE RECOMMENDATIONS ACTED UPON  
BY YEAR OF EVALUATION

Y = Recommendations Acted Upon and Reported to Convention  
 N = No Subsequent Report of Action on Recommendations  
 R = Recommendations Referred to Council for Further Study

YEAR EVALUATED	71	74	75	76	77	78	79	80	81	82	83	84
PROGRAM/COMMITTEE												
Christian Ed	Y	Y	Y	Y								
Diocesan Staff Structure	Y	Y	Y									
Ecumenical Ministries (EDM)	Y	N	Y					N				
Commission on Missions		Y	Y									
Financial Structure of Diocese		R	Y									not done
Communications			N							N		
Philosophy & Purpose of Diocese				Y	Y							
Institutional Ministry, Pierce Cty				N/Y								
Camping Committee					Y	Y				Y		
Diocesan School of Theology						Y	Y					
College Ministries						Y						
Long Range Planning Committee						N (continuing to work on Plan)						
Clergy Residency Program							Y	N				
Chr. Soc. Rel. Commission							Y	Y				
Faith Home								Y	Y			
St. Andrews House									Y			
TIE									Y			
Diocesan Administrative Officer										Y		
Search Process											R	
Convocations											R	
Personnel Committee											R	
Diocesan Council												Not done
% Acted & Reported on/Year	100	60	83	100	100	75	100	50	100	67	0	0
% Referred		20		17	30						100	
												Av. Tot 76
												15

EVALUATION COMMITTEE  
SUBCOMMITTEE ON CONVENTION  
DIOCESE OF OLYMPIA

QUESTIONNAIRE ON DIOCESAN CONVENTION PROCEDURE

Delegate Profile (Please check appropriate spaces)

1. Male \_\_\_\_\_ Female \_\_\_\_\_ Single \_\_\_\_\_ Married \_\_\_\_\_
2. Age 25-35 \_\_\_\_\_ 35-45 \_\_\_\_\_ 45-55 \_\_\_\_\_ 55-65 \_\_\_\_\_ 65-75 \_\_\_\_\_ 75-85 \_\_\_\_\_
3. Lay Person \_\_\_\_\_ Clergy \_\_\_\_\_
4. I represent a Mission \_\_\_\_\_ Parish \_\_\_\_\_
5. The size of the congregation I attend is \_\_\_\_\_.
6. This is my first Convention Yes \_\_\_\_\_ No \_\_\_\_\_ If no, how many Conventions have you attended? \_\_\_\_\_.
7. Do you serve on your Vestry or Bishop's Committee? Yes \_\_\_\_\_ No \_\_\_\_\_.
8. How were you selected to be a delegate to Convention? Elected at the Annual Parish Meeting \_\_\_\_\_. Elected by the Vestry \_\_\_\_\_. Drafted by Vestry or Clergy person \_\_\_\_\_. I volunteered to come \_\_\_\_\_.

Preparation for Convention

1. Were the following helpful in preparation for Convention?
  - a. Convention mailouts? Yes \_\_\_\_\_ No \_\_\_\_\_.
  - b. Direction from local Vestry or Bishop's Committee? Yes \_\_\_\_\_ No \_\_\_\_\_.
  - c. Convocation meetings? Yes \_\_\_\_\_ No \_\_\_\_\_.
  - d. Help from previous delegates to Convention? Yes \_\_\_\_\_ No \_\_\_\_\_.
  - e. Help from Clergy in preparation? Yes \_\_\_\_\_ No \_\_\_\_\_.
  - f. Did you meet with other delegates from your church before the Convention? Yes \_\_\_\_\_ No \_\_\_\_\_. If no, would you like to? Yes \_\_\_\_\_ No \_\_\_\_\_.
2. What more could be done to prepare you to be a delegate to Convention?

## Convention Expense for Yourself and/or Family

1. I paid for meals \$ \_\_\_\_\_
2. I paid for travel \$ \_\_\_\_\_
3. I paid for lodging \$ \_\_\_\_\_
4. I paid for other \$ \_\_\_\_\_
5. I was assisted by my church? Yes \_\_\_\_\_ No \_\_\_\_\_. If yes, how much? \_\_\_\_\_.
6. Did you consider the expense a factor in attending Convention? Yes \_\_\_\_\_ No \_\_\_\_\_.
7. I took vacation time from work to come to convention? Yes \_\_\_\_\_ No \_\_\_\_\_. I took the time off without pay? Yes \_\_\_\_\_ No \_\_\_\_\_. I paid for someone to work for me or to cover my business? Yes \_\_\_\_\_ No \_\_\_\_\_.
8. I am retired and my time is free. Yes \_\_\_\_\_ No \_\_\_\_\_.

## The Convention Itself

1. Location
  - a. Do you like the Convention being at St. Mark's, Seattle? Yes \_\_\_\_\_ No \_\_\_\_\_.
  - b. Would you like to see the Convention meet elsewhere? Yes \_\_\_\_\_ No \_\_\_\_\_. If yes, where? \_\_\_\_\_
2. Length
  - a. I feel Convention is too short? \_\_\_\_\_ Just right \_\_\_\_\_ Too long \_\_\_\_\_ to conduct all the business of Convention.
  - b. How many days do you think Convention should meet? \_\_\_\_\_
  - c. Is Friday/Saturday the best time for You? Yes \_\_\_\_\_ No \_\_\_\_\_
  - d. If no, what would be better days? \_\_\_\_\_
  - e. Would another season of the year be better for Convention? Yes \_\_\_\_\_ No \_\_\_\_\_. If yes, When? \_\_\_\_\_
3. Convention Presentations
  - a. If the Bishop's address the best way for the Bishop to communicate to the Convention? Yes \_\_\_\_\_ No \_\_\_\_\_. If no, what would be a better way? \_\_\_\_\_

- b. Did you find the business of Convention brought forward in an orderly manner? Yes \_\_\_\_ No \_\_\_\_ . If no, what would be a better way? \_\_\_\_\_
- c. Should the budget be one of the first items of business? Yes \_\_\_\_ No \_\_\_\_ . If no, when should the budget be presented? \_\_\_\_\_
- d. Is the budget the most important piece of business of Convention? Yes \_\_\_\_ No \_\_\_\_ . If No, what is? \_\_\_\_\_
- e. Were the rulings of the Chair and/or the Chancellor clear to you? Yes \_\_\_\_ No \_\_\_\_ . If no, why? \_\_\_\_\_
- f. Was the announcement by the Secretary of Convention of the voting easy to follow? Yes \_\_\_\_ No \_\_\_\_ . If no, what would be a better way? \_\_\_\_\_
- g. The number of delegates to Convention is about right? Yes \_\_\_\_ No \_\_\_\_ . If no, what should the size of the Convention be? \_\_\_\_\_
- h. I found the resolutions presented to Convention relevant? Yes \_\_\_\_ No \_\_\_\_ . Helpful, Yes \_\_\_\_ No \_\_\_\_ . Meaningless Yes \_\_\_\_ No \_\_\_\_ .
- i. I feel that the debate on most resolutions was too short \_\_\_\_, just right \_\_\_\_, too long \_\_\_\_.
- j. I feel the church pays close attention to Convention resolutions? Yes \_\_\_\_ No \_\_\_\_ . If No, why? \_\_\_\_\_
- k. I feel the secular takes note of church resolutions. Yes \_\_\_\_ No \_\_\_\_ . Why? \_\_\_\_\_

#### Other Questions About Convention

1. Convention should continue to have equal representation for male and female delegates from each congregation? Yes \_\_\_\_ No \_\_\_\_ .
2. To me the Convention banquet is a highlight of the Convention. Yes \_\_\_\_ No \_\_\_\_ . If no, what would you like to see in its place? \_\_\_\_\_
3. The most helpful aspect of Convention was \_\_\_\_\_



4. The least helpful aspect of Convention was \_\_\_\_\_
- 
5. I like the book and other displays at Convention? Yes \_\_\_\_\_  
No \_\_\_\_\_.
6. I would desire to attend Convention next year. If possible.  
Yes \_\_\_\_\_ No \_\_\_\_\_ Why? \_\_\_\_\_
- 
7. I would like to see two sessions of Convention: One in  
spring for theological and social concerns and one in the  
fall for business. Yes \_\_\_\_\_ No \_\_\_\_\_ Why? \_\_\_\_\_
- 
8. The one thing I would like to communicate to the Evaluation  
Committee regarding Convention is \_\_\_\_\_

I would hope the Evaluation Committee would explore the following  
aspect of the Diocese in the coming years \_\_\_\_\_

---

Thank you for your candor and time in filling out this questionnaire.

The Evaluation Committee

THE BUDGET BUILDING PROCESS  
A QUESTIONNAIRE FOR CONVENTION DELEGATES

1. HOW WELL DO YOU UNDERSTAND THE PRESENT BUDGET BUILDING PROCESS?

1	2	3	4	5
Not At All				Very Well

2. HOW EFFECTIVELY DO WE DEAL WITH THE BUDGET?

A. At the Convocation Level:

1	2	3	4	5
Not Effectively				Very Effectively

B. On the floor of Convention:

1	2	3	4	5
Not Effectively				Very Effectively

3. EVALUATE THE AMOUNT OF TIME SPENT ON THE BUDGET.

A. At the Convocation Level:

1	2	3	4	5
Too Little				Too Much

B. On the floor of Convention:

1	2	3	4	5
Too Little				Too Much

THE BUDGET BUILDING PROCESS  
A QUESTIONNAIRE FOR CONVENTION DELEGATES

Page 2

4. SHOULD WE DETERMINE INCOME AND THEN FUND PROGRAMS?

Yes \_\_\_\_\_

No \_\_\_\_\_

5. SHOULD WE FUND PROGRAMS AND THEN SET ASSESSMENT?

Yes \_\_\_\_\_

No \_\_\_\_\_

6. THE CHANGES MADE IN THE 1984-1985 BUDGET BUILDING PROCESS HAVE MADE THE PROCESS.....

\_\_\_\_\_ more satisfactory.

\_\_\_\_\_ about the same.

\_\_\_\_\_ less satisfactory.

\_\_\_\_\_ don't know.

7. ADDITIONAL COMMENTS:

## Report to 1985 Diocesan Convention Episcopal Churchwomen

The Episcopal Church Womens' new year began on September 25, 1984. Our theme this year has been "Here Am I, Send Me." Isaiah 6:8 In his sermon, Bishop Cochrane made the observation, we never know when our Lord will send us. Are we ready? We enjoyed organ music by Dr. Peter Hallock. Ralph Stewart, rector of St. John the Baptist, was cantor. After lunch our speaker, The Rt. Reverend David Birney, Bishop of Idaho, gave us a greeting from the mission field a bit to the east-The Diocese of Idaho. He shared many of his experiences with us. One important idea, "How do we grow to be missionaries?" He suggested starting with the neighboring parish down the road. Until we can learn to help each other, no way can we help other countries.

October was a busy, successful month. The Diocesan E.C.W. Board met at Bloedel Hall on October 15, 1984. The parish Presidents and U.T.O. treasurers were invited to join us for the day. The Eucharist was celebrated by Stephen Wendfeldt, Associate Rector at St. Barnabas, Bainbridge Island. During the day we were pleased to have Rubye Pang. She talked to us about U.T.O. grants. Terry Cochrane, wife of our Bishop, shared St. Paul's message to the Corinthians; "The More Grace is Shared the Greater Thanksgiving to God."

Leadership training was held on Saturday, January 26, 1985 9:00 A.M. to 3:00 P.M., at St. Paul's, Mount Vernon. On February 23, 1985, the leadership training was held at St. John's, Centralia. The leaders were Dot Gailey and Sharon Monks.

Convocation meetings were held February 12-15, 1985. Our speaker was Eleanor Smith, Vice President for Triennial. She shared much of the planning that had gone into this next Triennial, to be held the same time as General Convention, in Anaheim, Calif. The four meetings were held at the following churches: St. Stephen's, Longview, Trinity, Seattle, St. Charles, Poulsbo and Trinity, Everett.

### Retreats:

This year the retreats were scheduled differently, not back to back. The Coed-Singles retreat and the women's retreat were both in March, one week apart. Our Spiritual Leader was The Very Reverend James D. Cruickshank, Dean of the Diocese of New Westminster, and Rector of Christ Church Cathedral, Vancouver, B.C. The Chaplains were The Reverend John Lambert, Church of the Resurrection, Bellevue, and The Reverend Kevin Martin, St. Luke's Ballard.

The E.C.W. Spring Meeting was held on May 1, 1985. Bishop Cochrane celebrated. Archdeacon Paul Langpaap preached. After lunch our speakers were Bill and Sue Culver, sharing an experience that involved their boat, "The Grace." One of the highlights of the year is the Student Memorial Tea held at the home of Bishop and Mrs. Cochrane. The funds given at the tea, and through the year are used to help the Seminarians from this Diocese. This year our six Seminarian received \$800.00 each.

The United Thank Offering under the competent direction of Sandy Mathis, was able to send to National the sum of \$37,000. The Diocese of Olympia was fortunate this year to receive two grants. St. Mathews-Browns Point, will buy a van with funds they received. A pilot program, directed by Marie Fortune, "Communities of Color Working Against Violence." will receive the second grant.

Church Periodocal Club has been sparked by Alice Nelson. With her visits to church groups, and her news letters, many more people are aware of the need for books, both for seminarians and others.

#### Publications:

Our year book is mailed to each Priest and E.C.W. President in the diocese. Doreen Tudor spend many hours editing the year book. Some of the information you will find: Board members addresses and phone numbers. The Churches are listed by Convocation with information on each.

The Pie-et-Tea is a newsletter from the President. It was mailed to Priests and Presidents seven times this year

Your E.C.W. Diocesan Board meets on the 3rd Monday of most months (Sept-May) at Diocesan House, Capitol Hill. You are invited to visit. The day begins with a Eucharist at 10:00 A.M., Brown bag lunch at 12:00 noon, and adjourns by 2:00 P.M. Doreen Tudor, E.C.W. office secretary is there the other Mondays from 10:00 A.M. to 2:00 P.M.

*Barth Jean Gasky*  
*President.*

A LONG RANGE LOOK AT HOSPITAL CHAPLAINCY.

(As requested by Delegates at the 1984 Diocesan Convention.)

If we are to gain a clear concept of the task of the Diocese in Hospital Chaplaincy, we need to examine the historical background of hospital ministry, the environment in which it functions, the rapidly evolving health care ministry of which hospital ministry is but a part, and the special role and qualifications of hospital chaplaincy. Only as we get these factors into perspective can we begin to relate them to our Christian duty of caring for the sick, the suffering and the depressed, as our Lord Jesus gave us the example.

But there is a problem:

If these aspects are to be handled in sufficient detail to satisfy the many who will wish to determine for themselves the validity of the suggestions submitted, this will run contrary to the wishes of others who do not have time to read so comprehensive a study. Conversely, if the recommendations are submitted without giving the underlying reasoning, many can rightly ask, "Why is that so?", and then resent finding no satisfactory explanations.

So here is the proposed solution:

This presentation will begin with an outline analysis giving some support to the recommendations which follow. It is anticipated that after reading the outline most will then want to continue reading the criteria upon which the recommendations are founded, to facilitate their own decisions making. The few who do not have adequate available time to read this detail can instead go direct to the recommendations and the covering resolutions, which have been prepared for debate at the Diocesan Convention. If after reading these recommendations and resolutions there is uncertainty about individual points, it is possible to refer back to the appropriate supporting criteria to check the reasoning leading to the recommended approach.

A. THE STRAIGHT FACTS.Historical.

"Pastoral care has its foundation in the belief that at the center of all . . . there is One who cares, who in Jesus Christ has irrevocably committed his care to us, and who in the Spirit calls us to share in his eternal life." \* For the last twenty centuries Christians have followed this commitment to the sick and suffering . . . that obligation still exists for us NOW. The pastoral care role has changed over the centuries but has not decreased in importance.

\* James E Griffiss (Ed.) Anglican Theology and Pastoral Care . . . . page 114



### Hospital Ministry.

As Christians we are committed to total patient care - care for the welfare of body, mind and spirit. Nowhere is this commitment more important than in the task of hospital ministry. We are committed to learning the extent of this ministry and to acquiring the skills to enable us to perform it well. In all major hospitals the responsibility for the performance of this ministry is properly centered around the devotion and expertise of the hospital chaplaincy force.

### Seattle Hospital Constituency.

Seattle is a city which has a broad commitment to the hospital care of the sick and suffering, not only those from this locality, but also statewide, nationwide and even internationally. As Christians we need to face up to the importance of the pastoral care task existing within our hospitals. More than half of those who receive this hospital care have no church affiliation and are often unaware of the power of God's grace. This adds emphasis to the need for hospital chaplaincy service, and also to lay involvement.

### The Chaplain's Role.

The chaplain is an integral member of the hospital's healing team. His role is officially defined as:

"The hospital chaplain is an ordained clergyman, endorsed or approved by the proper ecclesiastical authority, and appointed or accepted by the governing body of the hospital, whose purpose is to minister to the religious needs of persons in the setting in which he serves."

"Although the primary concern of the chaplain is ministering to patients, he also serves their families, the hospital staffs, and the community."

### The Chaplain's Qualifications.

Again using the official definition:

"The chaplain possesses a particular understanding of the relation between faith, illness, and the emotional and mental conflicts that arise; and seeks to motivate and invite healthy, meaningful use of the individual's religious beliefs and attitudes in the management of his problem."

A staff hospital chaplain is committed to acquiring these skills, and to maintaining a continuing process of training under the auspices of the Association of Clinical Pastoral Education.

The ready availability of the professional chaplain and the application of his personal talents are accorded high importance by patients, physicians and nursing staff.

### The Diocesan Hospital Responsibility.

The diocesan staff position is relatively new in pastoral care ministry, however it is one way whereby our Christian responsibility for the care of the sick and suffering can find practical expression. This is a matter which we cannot disregard. However, by-passing this important question for a moment, we will give prior consideration to a tabulation of the chaplaincy tasks for which some one needs to be held responsible at the diocesan level.

These tasks are:

- (a) Clergy representative - interprets diocesan policy to Episcopal hospital chaplains, clergy and lay visitors; also advises the diocese of hospital chaplain and lay visitor needs. Provides an 'on-call' list of diocesan clergy willing to visit Episcopalian patients in hospitals located in their home area. Receives requests from parishes throughout and outside the diocese, for patient care in hospitals in the metropolitan area of Seattle.
- (b) Clergy extender - ministers to patients whose own ministers are too far away to visit them, and to patients no longer active in a local church. On discharge refers these patients to their home congregations for continued support.
- (c) Clergy specialist - ministers to patients in need of a chaplain with broad experience in pastoral care, especially to patients from outside the local area. Also when the hospital chaplaincy team does not have a minister of the required denomination.
- (d) Clergy consultant - interprets current hospital organisational trends to diocesan clergy and staff. Assesses impact on resources and personnel needs resulting from such changes.
- (e) Clergy coordinator - works with the Diocesan Pastoral and Hospital Chaplaincy Committee to maintain and develop the diocese's mission in this area. Assists local clergy by recruiting, supervising and coordinating clergy and lay visitors to hospitals in the metropolitan Seattle area. Maintains relationships with the administrations of the major medical centers in this area.
- (f) Clergy and lay educator - implements training opportunities for diocesan clergy and laity in hospital ministry, and provides them with support and guidance as needed. Encourages hospital ministry throughout the diocese by visits to congregations and convocations, presenting the need and opportunities for pastoral care. Conducts workshops on ministry to persons in nursing homes and to

the home confined. Monitors materials and publications on pastoral care for the diocesan library.

(g) Clergy researcher - studies present organisational changes in medical practice and determines possible impact on pastoral care needs. To assist in this regard he maintains a program of continuing education for himself, to update his skills and his awareness of developments in pastoral care procedures.

Changes in Health-care Facilities.

Since the early 1970s there has been a marked change in the hospital industry of this country. Particularly in recent years there has been strong reaction against the high level of treatment costs, which has increased the impetus for change.

Among these changes is a tendency towards multi-hospital systems with some corporations controlling many hundreds of hospitals. Another move has been in the direction of medical centers, which now control many health care facilities which would normally precede or follow the period of in-patient hospitalization. Outpatient treatments can now be handled at ambulatory care systems, e.g. emergency care facilities and day-surgery. The increasing trend in the case of in-patient hospital treatment is earlier discharge, followed by after-care service such as home health care, day care centers, and visiting nursing services. Great progress has also been made in the development of nursing homes and hospice care.

To the degree that these changes reduce the number of hospital in-patient days, this impact will be more evident in general rather than specialist hospitals. Another likely development will be the greater need for chaplaincy service due to the higher level of case severity among hospital in-patients, as day-surgery becomes increasingly popular. The trend towards an extending range of coverage in medical centers, is not expected to greatly increase the activities of the resident hospital chaplain. The widest area of impact will be with those engaged in pastoral care on a parochial level. It will increase the need for pastoral care training, and the requirement for visitor service. The diocese will need to keep abreast of these trends, and to determine their impact on pastoral care needs.

The next section sets out in detail the criteria upon which the following recommendations are based. Hopefully the majority of you will find it feasible to read this criteria to get a more complete view of the factors involved, and to facilitate making your own analysis of the recommendations and resolutions. If this is not practicable turn directly to Section C - Recommendations, on page 19.

## B. THE SUPPORTING CRITERIA.

### Historical.

Care of the sick has long been a fundamental structure upon which communal life styles were based: since the early days, medicine and religion have been closely related. The earliest locations providing medical care were the centers of religious worship. Sites were segregated for treatment of the sick in India of the 3rd. century B.C.: temples were used for medical care in Greek and Roman times. From the beginning Christian churches have provided special care for lepers, cripples, the blind, the aged and the sick poor - it was in these churches that the first training centers were established in which young physicians learned to aid the deprived and suffering members of society.

The manner in which the monastic orders cared for the sick became an example to the lay population. These monasteries had pharmacies from which herb-based medicines were dispensed not only to the monks, but also to pilgrims, and the local inhabitants. Many of the English lords of the manor accepted responsibility for their sick, orphans and poor, and by the 14th and 15th centuries merchants and craft guilds, as well as nobles and wealthy citizens had started to contribute towards the building of hospitals in the fast-developing cities of England and Europe. The earliest hospitals in America were primarily almshouses, the first being built in Philadelphia in 1713. Such hospitals had little in common with the establishments which we know today.

Not until the 19th. century did scientific research begin to have its initial impact on medical studies and treatment. As medical science became more exacting, state and local government hospitals slowly replaced church-supported hospitals, and the few that remained, became primarily concerned with the care of the under-privileged, and the non-infectious sick. The newly established publicly financed hospitals began development of specialised departments such as in surgery, general surgery, gynecology and obstetrics, and in the medical field, internal medicine, neurology, pediatrics, geriatrics and psychiatry. So increasingly patients in these hospitals were attended by specialists in that particular medical sphere. With the expansion of specialisation, the general physician, with his concern for the needs of the whole person, rapidly decreased in importance. At the same time there has been a turning away from the emphasis on God as Healer, towards concentration on the apparent pre-eminence of the practices of medical science. Religion seemed to have less to offer towards the cure of the sick and suffering. This trend accelerated with the development of studies in psychology, psychiatry and psychotherapy, and a corresponding decline of Christian emphasis on spiritual healing.

Then, as the 20th. century entered its second half, psychologists became more and more interested in the effects of emotion, and in tracing the connection between the patients' physical conditions and their mental and spiritual attitudes. Religion drew new insights from these psychological reasonings. Ministers used these new insights to improve their understanding of those who sought their help, and religious leaders increased their recognition of the value of pastoral ministry to the sick and distressed. Essentially two movements have lead to an acceptance of religion's involvement in the healing act. First is the gradual acknowledgement by the medical field of the intimate relationship of spirit, mind and body, and their increasing acceptance of the part played by subconscious spiritual disorders in many kinds of illness, both mental and physical. Along with this is the agreement that treatment of disease in its bodily aspect also requires parallel attention to the mental and spiritual state. Second, is a reawakening of the church to the full significance of its pastoral ministry and of its deep responsibility for the care of the sick, both at home and in hospital.

Another significant factor is that these changes in outlook have mostly taken place during the last 40 years. It is therefore understandable that much of our parochial thinking is still catching up with the broadening range of its responsibilities for the medical care of the sick and suffering. Furthermore, if the health team is to embrace total patient care, then representatives of both medicine and religion must recognise each other's contribution and their parallel need to work effectively together.

#### Hospital Ministry.

When we talk about total patient care, this term has a diversity of meanings, mainly dependent upon the size and nature of the hospital care establishment. To some this term simply refers to the range of health care facilities which the hospital provides. Others acknowledge that total patient care necessarily includes the spiritual dimension, in addition to the mental and physical. Increasingly hospitals are recognising that healing is not solely dependent on the effectiveness of the medical staff and the current nature of the medical equipment, but equally on the condition of the patient's spiritual and mental outlook. Factors affecting this outlook include discomfort at being removed from the familiar family surroundings; worry about children and relatives from whom the patient is separated; concern about financial pressures due to the hospitalization; fear of death; need for relief from pain, and a desire for prayer support in aid of their problems and, if possible, a restoration to health. Matters of social, economical, emotional, and spiritual concern are as

important as physical and chemical factors in the restoration of these patients as whole human beings.

The means of providing this important spiritual care can vary between dioceses. In some it is provided by resident hospital chaplain(s); in other instances by visits from a diocesan hospital chaplain; others providing care are interdenominational ministers from the community in which the hospital is located; or the patient's own minister where patients are hospitalized locally and their minister is aware of their hospitalization. Over the last decade some parishes have formed their own pastoral care teams with lay persons making hospital visits on a regular basis - this trend will hopefully increase as essential hospital visitor training is provided to interested lay persons.

In addition to variations between dioceses, the types of hospital chaplaincy coverage also differs with the size of the community, and the type and specialised nature of the hospital. For convenience this chaplaincy coverage is classified into four categories, although most hospitals tend to be individualistic in their approach to spiritual care.

(a) Local hospitals in small communities. Patients usually visited by their own ministers, who rely on effective information on hospital admissions. In some localities there are voluntary chaplaincy programs with clergy visiting all patients regardless of denomination on a rotational basis. Most of these clergy have received initial hospital training at seminary, and sometimes advanced pastoral care training in their continuing education program.

(b) Local Hospitals in large communities. In larger communities either the hospital supports a full-time chaplain, or alternatively the association of local churches undertakes joint financing of the chaplain's salary. The appointed minister generally has hospital experience, but not formal training as a hospital chaplain. Dependent upon the total hospital admissions, the chaplain either makes brief daily visits to each patient, or his schedule only permits initial visits to newly admitted and calls on seriously ill patients, preoperative visits, and other visits as requested by medical staff or family.

(c) Major hospitals in metropolitan areas. These hospitals tend towards employing one or more full-time salaried chaplains representing the major faith groups in the community. This core group initiates patient visits, consults with hospital staff members, and conducts follow-up visits to patients and families. In a few such hospitals voluntary lay assistants maintain records of admissions and discharges by denomination, ensuring that where the patient desires, their home church is kept informed. In general, chaplains in these hospitals have received formal hospital chaplaincy training, and have an adequate



background of hospital experience. In some areas they have the assistance of community clergy in providing adequate patient coverage.

(d) Complexes of specialised hospitals in large metropolitan areas.

Most of these hospitals are staffed with one or more salaried chaplains, although some still rely on local clergy visitations. Where salaried chaplains are available, their range of duties approximate those specified in (c) above, except that additionally they need a medical familiarity with the specialised medical fields of that hospital. Hospitals which rely on local clergy visitations may be at a disadvantage due to a lack of this specialised knowledge. Also due to the possible nonavailability of the requested denomination, where the patient and/ or family urgently call for specific clerical support or assistance. Clergy located at these facilities do have the opportunity to participate in specialised training sessions provided by the hospitals.

The Seattle Hospital Constituency.

From a medical viewpoint this is a somewhat unique city, providing a broad range of medical care through ten major medical centers, some of which serve a national, and at times an international population. As an example the Hutchinson Cancer Center performs 80 per cent of this country's bone marrow transplants, and receives many patients from overseas countries. Presently only two of these medical centers have full-time Episcopal staff chaplains. In 1984 the then Diocesan Hospital Chaplain made 1,523 visits to out-of-town and out-of-diocese patients who otherwise would have received no spiritual care. Of the patients visited by the Diocesan Chaplain in 1984 52 per cent were resident within King County, 32 per cent within the Diocese but outside King County, and 16 per cent were from outside the Diocese. Under 50 per cent of our hospital patients identify their church membership at the time of their admission. Statistics prepared elsewhere in the country show that only 34 per cent of patients visited were active church members. A further statistic shows 28 per cent of patients surveyed as expressing a desire for visits by their parish priest. Though this appears to be a low figure, it still represents a majority of those claiming to be active church members. A brief local sample indicates that similar statistics would apply in this diocese.

Furthermore from the last two statistics, it can be deduced that over 50 per cent of our hospital patients are not active church members. It was the experience of our Diocesan Hospital Chaplain that many of these patients were open to spiritual dialogue, and almost 300 of those with whom the chaplain had made contact in 1984, welcomed these discussions and were agreeable to his informing the parish minister in their place of domicile. Evidently many hosp-

ital patients are open to a greater consideration of spiritual matters at such times of vulnerability, and a resident chaplain is the obvious medium for such discussion.

#### The Chaplain's Role.

Where the hospital is dedicated to total patient care the hospital chaplain must function as an integral member of the healing team. His task is essentially to recognize the spiritual needs of the patient as related to his medical problem; to deal with the anxiety of the patient's family; to be supportive to the best of his abilities, and to encourage the decision-making of others in times of crisis.

The following is the definition of hospital chaplaincy as adopted in 1968 by the Fourth Interorganizational Consultation on Hospital Chaplaincy:

"The hospital chaplain is an ordained clergyman, endorsed or approved by the proper ecclesiastical authority, and appointed or accepted by the governing body of the hospital, whose purpose is to minister to the religious needs of persons in the setting in which he serves."

"Although the primary concern of the chaplain is ministering to patients, he also serves their families, the hospital staffs, and the community."

"The chaplain possesses a particular understanding of the relation between faith, illness, and the emotional and mental conflicts that arise; and seeks to motivate and invite healthy, meaningful use of the individual's religious beliefs and attitudes in the management of his problem."

We will expand on the four points delineated in the second paragraph of this role definition.

(a) Ministry to Patients. The ready availability of the chaplain is accorded high importance by patients, physicians and nursing staffs. Among the diversity of the chaplain's tasks, all parties give priority to helping patients to face death, comforting patient's relatives, assisting patients to cope with fears and anxieties, enabling the sufferer to put suffering in perspective and administering the sacraments upon request.

Many hospitals have the chaplain call on each new patient to acquaint them with his services. Where this is not possible, due to the high admission rate, or limited chaplaincy manpower, the chaplain's availability is made known in preadmission information leaflets, or by similar means. Ideally the initial visit should be timed as soon as possible after arrival, as this is the time when the strange environment tends to cause anxiety and insecurity. Other priority visits are pre-surgical, or to patients in need of emotional support.

Attention to these spiritual and emotional matters can make an important contribution to the patient's medical well-being, both during surgery and in the recovery period.

Critically ill patients are liable to feel apprehension, isolation or fear of death. Sometimes even members of the hospital staff have difficulty relating to terminally ill patients, for the task to which they are dedicated is that of preserving life, and death to them can seem like defeat. At times like this, the chaplain's talents in communication and his caring ministry are critical. He offers emotional support as he ministers to the patient's stress.

It is the responsibility of the family and the physician to decide on notification to the patient of a terminal condition. The chaplain may disagree with their decision, but he must respect it. His responsibility is to continue to minister to the patient whatever the difficulties.

When death occurs it is important that the chaplain be called. This is an event of religious significance and calls for urgent ministry to the family. At such moments the chaplain's prime task is to show continuing concern and respect for the families' needs. There will be many decisions in which he can give support and guidance.

(b) Ministry to Patient's Families. When the chaplain gives guidance and support to members of a patient's family, if the members of that family are part of a local parish, the chaplain should wherever possible, coordinate this ministry with the parish priest. This need for support to the family is most important in cases of longterm illness, or of the patient's death.

Sometimes an autopsy is called for, and this can put a severe strain on the family when their consent is sought. The chaplain's concern for the family in their anxiety can be crucial. His advice may also be sought when parts of the body are being donated for medical research - the feelings of the survivors on how the body should be handled will need delicate consideration.

(c) Ministry to Staff and Students. Hospital staff are prone to all varieties of personal problems which any group of individuals can experience. With his proximity and his reputation for pastoral care, the chaplain becomes the recipient of requests for counseling and personal advice, and at times for baptisms and marriages.

Services of worship, together with study and discussion groups are also part of the chaplain's ministry to staff and students. In addition the chaplain may be asked to participate in staff seminars and teaching conferences. Such opportunities provide contact with the staff members, helping them to better understand the chaplain's role, and enhancing working relationships.

(d) Ministry to the Community. The chaplain's ministry outside the hospital can be categorized as teaching, public relations and research. There are a diversity of teaching opportunities, only limited by the amount of available time. These may include clinical pastoral education programs with theological students, at both undergraduate and graduate levels; seminars for community clergy and laypersons, and speaking requests from churches, schools and civic organisations.

The main public relations activity is between the hospital to which he is attached and churches in the vicinity. He may be called upon to interpret hospital policy and procedures, to coordinate the activities of community and hospital groups offering services to the hospital. Also to act as an information exchange in regard to patients.

The chaplain is under sustained inner pressure to keep abreast of medical progress, to facilitate him in his role of bringing into unity, health care knowledge and religious insights pertaining to health. By the nature of his profession he is constantly awake to developments affecting the relationship of religion to health, and he is incited to carry out his own investigations in that field of research.

The Chaplain's Qualifications.

The third paragraph of the official definition of the hospital chaplain's role (see page 9) deals with personal requirements, attitudes and inner motivations and the fundamentals of his beliefs. Other important factors are his professional training, the need for continuing education, and an openness to ideas which may be exchanged between the many persons and organisations with which he comes in contact.

(a) The Chaplain as Person. The personal qualifications required of a chaplain include tolerance, compassion, an understanding of patients and staff, and sensitivity to their problems and weaknesses. As part of the health care team he is expected to be cooperative and able to work with others on a professional level. Prudence and emotional stability, as exemplified in a mature approach to the difficult situations that may occur, are also important. Not every priest is personally suited for ministry in an institutional setting, where one crisis after another may be faced. The chaplain is not expected to reject his own sense of being, but rather to allow its expression and its reality to merge with the work of his ministry.

Among the needed skills is the ability to understand persons in crisis, and to be able to respond to their needs. This ability comes partially from the chaplain's own motivations and partially from the control of his feelings

when called upon to function in an unnatural environment punctuated by constant interruptions. He is sustained by, and finds personal fulfillment in abbreviated relationships, and he can operate in a lonely situation without the appreciation and support of a worshipping community. He lives in the tension of two worlds: religion and medicine - his mental environment is that of theology, philosophy and psychology, with daily exposure to medical practice.

The chaplain serves the patient out of his own sense of being a person. To the patient he is a representative of God: he is an extension of the ministry of the church and of the caring community at large. His role is both symbolic and interpersonal. The patient invariably assigns to him a role that is determined by the patient's own background, and by his experiences with other clergymen. But whatever role is assigned to him, the chaplain uses it as a vehicle to communicate love, care and acceptance.

In the exercise of his ministry the chaplain shows heed to the dignity of the individual and does not impose his own religious convictions. He respects the patient's rights and beliefs. When the initial patient response is negative, he must appreciate that correct reaction to that negative response may open the door to a future good relationship. The patient senses that he is respected and begins to trust the chaplain as one who takes him seriously.

(b) The Chaplain as Theologian.

Those involved in caring ministries need to be secure in their faith in order to cheerfully endure the exacting nature of their task. The pain and suffering which are the chaplain's constant companions may be enough to raise doubts in even the strongest mind. The quality of the chaplain's theological understanding of suffering will impact upon the full range of his activities: care for the physically sick, the spiritually depressed, the dying and the bereaved. It is a subject which he must face up to both in his own suffering and in his role as teacher and counsellor.

Questions on the pain and stress of human suffering are constantly being thrust upon the chaplain by those around him, and in no way are they abstract, theological reflections. The two opposing contentions most frequently encountered are either, "Why does God allow suffering?" or the reverse stand that disease and suffering are simply "The will of God." Answering such questions requires both skill and wisdom - one can never be critical or dogmatic.

We know that God does not will suffering, in fact through Jesus Christ he worked constantly to alleviate such distress. In these days, the work of alleviation continues through doctors, surgeons and nurses, aided by the marvels of modern technology. In some cases suffering is self-caused, in others it is soc-

lally rooted, but usually we just don't know the reason for it. There is also the fact that good can come out of suffering - it was after Beethoven was stricken with deafness that he wrote some of his greatest musical masterpieces. But the chaplain must tread warily in deciding the approach which is most appropriate dependent upon the circumstances.

No matter how secure the faith of the caring minister, with so much genuine sorrow and suffering around him, there is always the possibility of his becoming hurt or cynical. At such times the faith of a patient who has known severe suffering may provide the stimulus which keeps the chaplain on track. But he must resist the temptation to hide his feelings in the hope or expectation that they will go away. Rather he may look to a colleague or fellow counsellor for aid in restoring his ministry to its former effectiveness.

(c) The Chaplain - Continuing Training.

The chaplaincy is a specialized task which requires regular upgrading in skills. The hospitals which have paid chaplains on their staffs will require that these chaplains be enrolled in the professional training courses provided under the control and guidance of the Association for Clinical Pastoral Education. This clinical pastoral training is an essential base to the chaplain's ministry. Through it he discovers himself as a real person, with both potentials and limitations; as one who can give but must also receive. By the use of verbatims on actual patient visits, the training also provides opportunities to obtain supervision of one's pastoral relationships and an appraisal of one's interpersonal skills.

Training is a continuing process extending throughout one's career. The environment of the hospital chaplain is such that there is a constant need to keep abreast of both the current medical developments, and the impact of the spiritual dimension on the condition of patients. It is important that the chaplain have both a vibrant interest in people, and an inquiring mind to sharpen his desire for continuing understanding of the technical field.

Stimulus for personal growth can come from the interdepartmental contacts within the hospital: it can arise from attendance at planning and organisational meetings of the various hospital departmentals, or from case conferences with individual staff members. The latter are beneficial where clergy and medical residents have the opportunity of sharing their findings based on their individual perspectives of the patient. Both parties can make unique contributions to this type of study - the chaplain becomes familiar with the medical ideology of the ailment, while contributing his observations on the moral and ethical problems involved in the patient's behaviour and treatment.



A good library is a necessity, both as regards the hospital chaplain's theological growth, and also his deeper sensitivity to the various religious and ethical groups with which he is in contact. Furthermore, it is important to keep up-to-date on current medical developments, if he is to achieve an appropriate level of understanding with the surgeons and doctors with whom he is in frequent touch.

The Diocesan Hospital Chaplaincy.

The diocesan hospital chaplain staff position is one way whereby our Christian responsibility for the care of the sick and suffering in the medical institutions of our diocese, finds practical expression. This position would still be important even if all Seattle area hospitals had Episcopal chaplains on their staffs. The diverse duties of the diocesan hospital chaplain alone makes this need justifiable. Unfortunately at the moment there are only two out of ten of the major Seattle hospitals that have Episcopal staff chaplains.

The Hospital Chaplaincy as a full-time ministry of this Diocese dates from 1972. Then in 1974, as an economy measure, the position was reduced to half-time funding, and the chaplain at that time, the Rev. Richard Garlichs, obtained a part-time appointment at the Virginia-Mason Hospital. In 1976 this half-time job at Virginia-Mason became full-time, and a new half-time appointee took over the Diocesan Hospital Chaplaincy position. At the end of 1984 the incumbent resigned to take up a full-time position at Swedish Hospital. This provided the opportunity for another budget reduction, and since that date no new appointment has been made by the diocese.

These reductions to the budgetary funding of the Diocesan Hospital Chaplaincy position have been made without any review of the task or analysis of its need or effectiveness. It is considered that such review action was a necessity and the results could have provided the 1984 Diocesan Convention with material to permit them to assess the viability of the action taken.

One of the suggestions made for filling the gap resulting from the non-appointment of a staff chaplain, was that the chaplaincy duties at the major Seattle hospitals be taken over on a part-time basis by the clergy of this area. This was the system in force prior to the 1972 establishment of the Diocesan Hospital Chaplaincy post, and the inability of the voluntary coverage to effectively carry out the full range of duties was the justification for the original staff appointment. During 1985 a number of clergy and lay persons have volunteered their time to make pastoral visits to patients in the main Seattle hospitals, but they would readily agree that they are unable to undertake the full range of chaplaincy duties, or to be always accessible whenever needed.

The desire has also been expressed for someone in a supervisory position to whom they could turn for guidance and support. Another factor is that a volunteer who has not completed the C.P.E. professional training courses would normally not receive the same recognition by the hospital administrations.

The basic function for which the Diocesan Hospital Chaplaincy position was established is to encourage and provide pastoral care to Episcopal patients hospitalized within the bounds of the Diocese of Olympia, with special emphasis on the concentration of major medical centers in the Seattle area, where a majority of the patients live too far away for their own clergy or laity to provide visitation. This task entails the building up of a relationship with patients and their families so that they can seek out the spiritual needs that are contributing to the disease, and locate resources, scripture, persons, and an awareness of God's presence, to confront them and resolve them.

It means sharing one's faith with the patient when appropriate, also using listening and clarifying skills, and encouraging, training and supervising others to do the same. Chaplaincy service includes learning to work with other members of the hospital staff in joint ministry. It means providing follow-up support to patients when they return home by notifying the appropriate congregation of their needs. It includes recruiting, training and supporting a network of volunteer chaplains and lay visitors who will also provide pastoral ministry in their areas of the Diocese.

Finally, it includes providing workshops, training assistance, materials, and encouragement to congregations wishing to expand and deepen their ministry to the sick, the distressed and shut-ins in their midst; it involves extending hospital ministry by enlisting local clergy-lay teams to assume some aspects of hospital visiting; and encouraging awareness within the Diocese of the need and opportunity for the development of skills and resources in the healing ministry.

At the present time certain of these diocesan chaplaincy functions are not being performed. Some of them could be handled on a volunteer basis with adequate lead time for setting-up and training. But among the major problems requiring the reinstatement of the staff chaplaincy position are the training, supervision and counselling of hospital visitation teams, ministering to patients with special pastoral care needs, assisting diocesan parishes in the establishment of pastoral care teams, providing workshops and training materials for such teams, and keeping abreast of pastoral care needs in this rapidly changing health care industry.

#### The Chaplain/Parish Priest Relationship.

This relationship which in the past has often been viewed from the stand-

point of rivalry, is now becoming increasingly one of collaboration, as it becomes evident that it is more advantageous for both to work together for mutual benefit. The chaplain needs opportunities of linkage with local churches as he is without a congregational structure - his is a lonely ministry. Conversely the parish priest may often feel the necessity of drawing upon the interpersonal skills of the chaplain, when help is needed with particular pastoral problems.

In relation to illness, the roles of the chaplain and the parish priest are often complimentary in nature. While the chaplain assists and supports the patient and family in periods of crisis, it is the parish priest who lives in the same community as the family, and is likely to have a more intimate knowledge of their problems and needs. There are many occasions when phone contact between the two pastoral ministers can be a helping resource to both, the chaplain needing insight into the spiritual needs of a patient, and the parish minister, who is often the long-term care-giver, requiring to compare notes with the hospital chaplain. When the chaplain thus joins forces with the parish priest his help can be seen as an specialized extension of the church's pastoral ministry.

To put the respective pastoral care responsibilities of the chaplain and parish priest into perspective, it is advisable to look at the diversity of health care facilities now in existence.

#### Changes in Health Care Facilities.

The Hospital Industry. Since the early 1970s there has been a marked change in the hospital industry of this country. Prior to that date hospital service was mainly regarded as non-profit, especially when supplied without pay to those in need. Now increased expenditures on high technology services such as CAT scanners, linear accelerators and the like, together with higher staff salary levels, have forced up costs to the point where the user is beginning to rebel.

The hospital industry is now truly big business, consuming as it does over 10 per cent of the current gross national product. There are about 7000 hospitals in this country of which approximately 80 per cent are classified as community hospitals. The majority are general hospitals handling a variety of medical problems; the minority are specialized hospitals, located mostly in large university centers where post-graduate learning is carried out on a major scale, and the hospitals become famous as centers of research and training. These specialized hospitals treat such medical problems as cancer, cardiac-care, orthopedics, eye-diseases and mental diseases.

Almost 35 per cent of the nation's hospital bill is now paid by Medicare and Medicaid programs. When this is added to the cost of the Veterans Administration, armed forces, and state mental-hospital systems, the government is paying in excess of 55 per cent of all hospital care. Because of its constantly increasing hospital care bill the government is expanding its efforts to control hospital care costs.

Reactions to these increasing costs vary according to one's position, as either user or hospital owner. As a high percentage of user charges are now paid either by the government or from health insurance resources, one major change is that these medical reimbursements are being made, not on the basis of stated cost, but according to established cost standards in "diagnostic related groups" (D.R.Gs.) This movement towards payment on a diagnostic rather than per diem basis will it is expected lead towards more rapid discharges from hospital and the use of more efficient means of rendering patient care. However early discharges are already complicating the chaplain's problems.

Hospital Organizational Changes. Two major organizational developments are now in process: one is the multi-hospital system and the second a move towards vertical integration. The first is a system of joint management control which operates under a number of different forms. At present over 80 per cent of our hospitals participate in some form of shared services, while approximately 30 per cent have formal systems of joint management. It is estimated that currently 1500 hospitals are controlled by management companies and of the four major such organisations, one controls several hundred hospitals (345 according to 1981 published figures).

Most of the hospital management companies are presently located in the sun-belt states due to a favorable climate of health regulation, good hospital reimbursement plans, and relatively low labor costs. But at the existing expansion rate they will eventually operate nationwide. The operating economies enjoyed by these large hospital management firms include ready access to capital, a competitive edge on the purchase of management technology equipment, advantages of large-scale purchases of hospital supplies and the ability to hire hospital staff in parts of the country where a labor surplus exists. One disadvantage may be that they are primarily profit orientated and we can expect developing pressure on hospital chaplaincy to justify the continuance of its existence as a patient cost feature.

A number of regionally-owned non-profit hospital systems are now following the example of the investor-owned corporations. The largest is the network of Roman Catholic hospitals, then the Protestant hospitals; both are showing a

steady rate of growth. The main non-religious group is the Kaiser Permanente Medical Care Program.

Pre-Hospital Care. The second type of hospital response to increasing market pressures is what is termed vertical integration, or the acquisition or control of those health-care facilities which traditionally precede or follow in-patient hospitalization. Usually the practicing physician is the referral avenue for in-patient service, but increasingly groups of physicians are making inroads into certain of these in-hospital procedures. For example, many now control ancillary services such as X-rays and clinical laboratories to which they direct their patients, no longer considering these to be part of the in-hospital services.

It has been assessed that one quarter of the hospital admissions are discretionary, meaning that their intended procedures can be performed equally well outside the hospital, at lower cost to the patient. Such procedures include diagnostic activity, ambulatory surgery (reputably 40 per cent of all surgical procedures can be performed without pre- or post-operative procedures), urgent care centers (non-hospital emergency facilities), and out-patient dialysis service. The main defense of hospitals against these inroads into their in-patient service, is the tendency towards broad-based 'medical centers', which include not only in-patient facilities, but also a variety of provision for ambulatory care, and sometimes aftercare. Also by providing physicians with office space within the medical centers, they hope to control the in-patient treatments which these physicians prescribe.

Medical After-care. The other sector which has direct impact on in-patient hospital services is health and social services for post-hospital and chronic disease care of the aged. This is the most rapidly growing part of the health-care system - not surprising when we realise that the number of Americans over 65 years of age have increased from 4 million in 1900 to 24.5 million in 1980, and is estimated to reach 55 million within the next 50 years. The nursing home is now the main institution for the care of the elderly, replacing the long-term general hospital and mental hospital care.

The principal competitor of the nursing home is the expanding home health care services, which range from nursing, medical assistance, therapy, medical supplies, homemaker assistance and meals-on-wheels. The benefits of home care service are the avoidance of institutionalization, the opportunity to maintain a degree of independence, and the advantage of remaining in one's home environment. Another way of providing care applies specifically to the treatment of the terminally ill. This is the hospice concept, which has spread rapidly in



recent years. There are at least five ways of providing hospice care: hospice care in the home, hospice teams in hospitals, palliative units in hospitals, hospital affiliated hospice programs and non-hospital autonomous hospices. The link to a hospital or to a primary physician is essential, although it is not in every case that in-patient hospital care is involved.

Another medical newcomer is the health maintenance organisation (H.M.O.), in which the members are charged an annual fee covering a full range of medical services. The major impact that this service will have on hospitals and the chaplaincy service, is that the in-hospital days are under tight control of the H.M.O. and the length of hospital stay tends to be reduced to keep costs low.

The general effect of the expansion of ambulatory and after-care service, will be to reduce the number of in-hospital patients or the length of the in-hospital periods. To this extent the hospital chaplain's exposure to patients is reduced. However, it is anticipated that those patients who are hospital-confined will have more serious conditions, and for them the need of chaplaincy service will be greater. Conversely, as many of these new facilities can be located away from the hospitals (with the exception of large medical centers on hospital sites) this will increase the potential for pastoral care ministry. The diocese chaplaincy committee will have to carefully observe the long-term impact of these changes.

#### C. LONG-RANGE RECOMMENDATIONS.

1. Members of this diocese have a responsibility to provide hospital care to a large community of medical patients located in the hospitals of the Seattle area, who either have no parish connection, or have a minister too distant to visit them. In addition the diocese has responsibility for the supervision of a range of other activities which are classifiable as pastoral care. We cannot deny this Christian duty. It is our conviction that the Diocesan staff chaplain position is the most effective means of coordinating this activity.
2. Furthermore, in view of the natural reluctance of hospital administrators to make separate commitments to individual denominations, it is our recommendation that we continue our discussions with such denominations with the intent of establishing an Ecumenical Hospital Board. This board would have greater access to hospital administrators, where it would be able to express the views and needs of all of its sponsors.
3. The existing problem of certain hospitals being unable to provide adequate chaplaincy service as a direct hospital cost, would be one of the major initial problems to be tackled by the Board. Another would be that of negotiating



with hospital administrations for the introduction of lay assistants to work under the direction of the hospital chaplains, to provide better patient coverage, and the means for informing local churches about patients requiring visits from home congregations.

4. The increasing necessity to expand the use of clergy and laity in visiting the hospitalized sick, especially those from locations outside this immediate area, or who have no church connection, will require a close working relationship between the Ecumenical Hospital Board and the Diocesan Pastoral and Hospital Chaplaincy Committee, (P.A.H.C.C.), to agree on the standards and the training necessary to qualify the needed visitors.

5. Among the prime responsibilities of the P.A.H.C.C. would be pastoral care training. Its task would include working with convocations on pastoral care training needs, and helping to provide training schedules. All direct contact with the hospital administrators will be effected through the Ecumenical Hospital Board. The diocesan staff chaplain as a member of the P.A.H.C.C. will be the diocesan representative on this Board.

6 The diocesan staff responsibilities are set out in detail in pages 3 and 4 Especially, they need to keep pace with present evolving health-care practices, and to make recommendations for changes in pastoral care ministry as needed.



Member.

Diocesan Pastoral and Hospital Chaplaincy Committee.

Secretary of Convention Report  
ACTION TAKEN ON 1984 CONVENTION RESOLUTIONS

In accordance with the Resolution on Resolution Action Reports as passed by the 74th Annual Diocesan Convention in 1984, Journal page B-32, the Secretary submits the following report:

Journal Page

- B-11      Alcoholic Awareness Sunday. Presumed to have been carried out by the congregations of the Diocese on 18 November as directed.
- B-12      National Church Constitution, Canons, and Church's Teaching Series in Spanish. Resolution submitted to Secretary of Executive Council and General Convention.
- B-12      Representation on Church Committees as amended,. All diocesan committees and commissions have been advised. Congregations have been advised by the Deputy for Administration in letter dated 12 August 1985.
- B-13 &      Negotiation and Reconciliation as means of resolving conflicts  
B-25      between the United States and other countries. The resolution sent to the President of the United States. Acknowledged
- B-25      Return of assessment monies to assist congregations in difficulties or to encourage outreach ministry and/or congregational growth. The objective suggested by this resolution was met in part by the setting up and distribution of \$30,000 in grants to parish congregations in difficulties during 1985
- B-25      Clarification of Net Disposable Income Forms for 1986. This was accomplished by the Treasurer and is ready for use beginning in 1986.
- B-26      On the simplification, clarification, and equally applicable exemptions calculations for the N.D.I.
- This matter was studied and Mr. Matt Maury, Chairman of the Resolutions Committee reported to the Diocesan Council in January 1985. Diocesan Council referred the matter back to the committee. A second report is pending.
- B-26      The Substitute Resolution which requests that the Commission Diocesan Congregations and the Committee on Constitution and Canons "prepare a comprehensive plan to present to the 1985 Diocesan Convention to deal pastorally with congregations and parishes so that they may minister more effectively in this time and place."
- The Commission on Diocesan Congregations presented a procedure to the Bishop for the distribution of the \$30,000 parish congregations grant monies very much like the process currently used for mission congregations. The allocated amount, augmented by unexpended mission grant funds, was totally expended for 1985.

The Commission on Diocesan Congregations, believing that money grants to parish congregations may be a temporary measure and is essentially administrative, does not recommend any change in the Canons. The matter has not been referred to the Committee on Constitution and Canons.

- B-27      Substitute Resolution on Central America. The resolution was transmitted to the office of the President and the Congressional delegates.
- B-28      Companion Diocese with Nicaragua. The Bishop contacted the national Church headquarters. Nicaragua is presently in a companion relationship with the Diocese of Milwaukee.
- B-29      On Chaplaincy Advisory Committee Report. Written portion distributed with registration packet, an oral report to be given during this convention.
- B-30      Resolution on Subcommittee for Peace and Justice. See report 85/22 distributed in the final mailing dated October 14.
- B-31      Resolution on Death of Indira Gandhi. Condolences sent to the Indian Ambassador to the United States in Washington, D.C. It was acknowledged with thanks.
- B-31      On Surplus Wheat. Offices of the President and Congressional delegation advised.
- B-32      Resolution on Bishop Tutu. Letter sent expressing congratulations on receiving the Nobel Prize and concern for current South African conditions.
- B-37      Resolution on Faith Home Support. Upon the Bishop's recommendation \$30,000 was provided for Faith Home during 1985.

TEXT OF THE AWARDS OF THE BISHOP'S CROSSES, 1985

Presented at the Diocesan Convention Banquet, November 8, 1985

James Allendoerfer,	Trinity Parish, Everett.
Patricia Sue Angerman	St. John's, Gig Harbor
Anne York King	St. Nicholas, Tahuya
Nell Rehm	St. John the Baptist, Seattle
Richard Rehm	St. John the Baptist, Seattle
Donn Franklin	Church of the Resurrection, Bellevue
Janet Franklin	Church of the Resurrection, Bellevue
Carroll Dick	St. John's, Olympia
Mary Kelley	St. Luke's, Tacoma
Kathleen Warner	St. George's, Seattle
Harriet Conrad	St. Joseph-St. John, Tacoma
Peggy Hansen	Church of the Resurrection, Bellevue

JAMES ALLENDOERFER  
Trinity Church, Everett

The first Bishop's Cross to be awarded this year is to a man who has served both his parish and his diocese faithfully and well for the past fourteen years.

In his parish he has taught Junior High Sunday School class for the past ten years and has been chairman of the parish Education Commission. In addition he has served on the Vestry and at different times has been both the Rector's Warden and the People's Warden. Some years back, during a vacancy in the Rectorship, he was a member of the Search Committee to find a new Rector. So good was he that when that Rector left after several years, this man was appointed Chairman of the new Search Committee! Parish Chancellor is another role he has filled for most of the years he has been a member of his parish.

He has not, however, narrowly limited his services to his own congregation. His service to the Diocese of Olympia includes Chairman of the Committee on Convention and Deputy to the General Convention of the Episcopal church, as well as several times a parish delegate to the Diocesan Convention. In addition, the diocese has benefitted greatly from his ministry of leadership when he was first a member and then the effective Chairman of our Diocesan Camp and Conference Center Commission.

A man who reaches out to be of service would hardly stop just with the Church community and so we find him giving freely of his time and talents to community groups, such as his city's Symphony Association, his county's Arts Council, and the County Bar Association.

He is a loving and devoted husband and father and a man committed to serving his Lord by serving people. I am delighted to give the Bishop's Cross to James Allendoerfer, of Trinity Church, Everett.

PATRICIA SUE ANGERMAN  
St. John's, Gig Harbor

If there is anything this lady has not done to serve her parish, one would be hard put to find it.

For many years she has been a Church School teacher and part of that time she also served as its Director and the trainer of its teachers. At her own expense she attended a national workshop at the Evergreen Conference Center in Colorado to learn how to use and teach the curriculum developed by that diocese called "Living the Good News." She is now a Certified Consultant for the use of that Colorado Curriculum.

Her love of young people and the teaching of them moved her to become an active teacher and counselor in her parish's chapter of the Girls' Friendly Society.

As a member of the Episcopal Churchwomen of her parish, she has served as secretary, bazaar chairman, and chairman of the annual Mother-Daughter Banquet sponsored by the E.C.W.

On Sunday mornings she serves as a licensed Lay Reader and Chalice Bearer when she is not singing in the choir or addressing the congregation from the pulpit on the meaning of Christian commitment and stewardship.

Patricia Sue Angerman

For four years she served as Clerk of the Vestry and this was followed by a two year stint as Parish Treasurer.

Her activities, however, are not confined to inside the church building. Very often during the summer months you can see her outside the church caring for the shrubs, pulling weeds, and cutting blackberry vines.

Two years ago she led a retreat for the parish young people at St. Andrew's House on the Hood Canal. Carolyn and Carmen Jordan, the managers, asked her if she and the young people would return to decorate the House for Christmas. They have done so for the past two years.

It is a joy to give the Bishop's Cross to Patricia Sue Angerman of St. John's, Gig Harbor.

ANNE YORK KING  
St. Nicholas, Tahuya

This lady is a founding member of her mission congregation, although when she began her active involvement with it, she was not an Episcopalian. Confirmation soon followed, however.

In the early years of the Mission's life it was her faithfulness and courage that kept the little group from losing heart.

She was on the first Altar Guild and with another woman, founded the Mission Guild. Last year she served as a member-at-large on our Diocesan E.C.W. Board.

Service on the Mission's Bishop's Committee has also included terms as both Junior and Senior Warden. She has also been a delegate to Diocesan Convention. Under the late Archdeacon Walter McNeil, she served a term on our Diocesan Commission on Missions.

A person with great listening and communication skills and a warm heart, she does an excellent job of calling on newcomers and making them feel welcome, and of visiting shut-ins to let them know that the Church cares. These same skills serve her well in her ministry as a volunteer tutor in the local elementary school's H.O.S.T.S. program. In this ministry she not only gives her own time to helping students to succeed, but takes the time to drive other volunteers to the school.

Always on hand to help with any church project, she is often the first to arrive and the last to leave. Two priests of the diocese who have served with her praise her as a person who is truly dedicated to the life of the Church and who is a fine Christian example and a wonderful friend.

I am happy to give the Bishop's Cross to Anne York King of St. Nicholas, Tayuya.



RICHARD AND NELL REHM  
St. John the Baptist, Seattle

This happily married couple have been a faithful and active pair in their parish for many years.

She has shepherded many of the youngest members of the parish and gently nurtured them in the Faith. Currently she directs and trains the corps of acolytes. A licensed Lay Reader and Chalice Bearer, she leads Evening Prayer once a month in a local nursing home, assisted by members of her Daughters of the King Chapter. She has, in fact, been a member of almost every parish organization, including the Vestry where she also served as Rector's Warden. A graduate of our Diocesan School of Theology, she takes her ministry seriously, leading quiet days and being present in a listening and caring way to other parishioners who are troubled or in need of encouragement.

He, too, has served on the Vestry and as Rector's Warden many times over the years. And he, too, serves as a Chalice Bearer and Lay Reader and is responsible for organizing and scheduling all the Lay Readers. He is a diligent worker in the parish, becoming the volunteer sexton, electrician, or general handyman whenever asked or needed. The School of Theology also counts him as an alumnus and, together with his wife, he has led Adult Education classes in the parish. Recently the parish formed a Social Action Community to provide outreach to the community. He and she provide much of the energy and leadership for this group and its activity. Both have served as delegates to this Convention any number of times, as well as serving on several diocesan committees.

The loving parents of two sons and two daughters whom they have raised in the Church, they are, in turn loved by all who know them and work with them.

You can see him pouring champagne with great pizzazz at any wedding reception in the church's parish hall or catch her smiling face behind the counter of the Episcopal Bookstore where she works.

With much pleasure I award the Bishop's Cross to Nell and Dick Rehm of St. John the Baptist, West Seattle

DONN AND JANET FRANKLIN  
Church of the Resurrection, Bellevue

This committed couple have been faithful members of their parish for twenty-three years.

He has served on the Bishop's Committee and later the Vestry for more than ten years including two terms as Rector's Warden. He chaired the search committee which selected the present Rector. His role as a tremendous spiritual leader in the parish includes, but is not limited to: Lay Reader, retreat leader, lay counselor and pastor, speaker at Days of Renewal, teacher at Life in the Spirit seminars, leader in the Cursillo movement, senior high Church School teacher. Presently, he is active in a prison visitation at the county jail. He has also served in the past as a Boy Scout Leader.

She has served for many years as a Church School Teacher and, for a time, was head of the entire Church School Program. She has sung in the choir, served on the Altar Guild, been active in the Episcopal Churchwomen, including parish E.C.W. president. Like her husband, she has been active in Cursillo,

Donn and Janet Franklin

taking a leadership role there. She, too, has served in the parish counseling ministry and, with him, has done parish visitations. At the diocesan level, she has served a full term on the Bishop's Commission on Youth Ministry.

Together, the couple established the junior high group in the parish and they led it faithfully for over six years. That ministry saw them leading the children on backpacking, camping and bicycling trips several times a year, which they continue to do. Teaching English to Asian refugees is another aspect of their caring ministry.

Their marriage of 33 years is strong and is a powerful witness to the sanctity and stability of true Christian marriage. It has instilled Christian values in the four children. Their home is always open and available when the need for Christian hospitality arises, whether it be for a parish function or to house someone in need for a brief time.

These two people try hard to "proclaim by word and example the Good News of God in Christ" and they do "seek to serve Christ in all persons". They fully understand that by their Baptism they were made ministers of the Church and commissioned by Jesus to serve Him, His Church, and His world.

Happily, I give the Bishop's Cross to Donn and Janet Franklin of Church of the Resurrection, Bellevue.

CARROLL DICK  
St. John's, Olympia

Jesus talked more about money and its misuse than He did about any other single subject. This next recipient is a man who has clearly used the gift of money in the right way for people and for God.

As a committed Christian who also happens to be a Certified Public Accountant, he uses his vast experience in money management in the organization of his County's Refugee Center (located in his parish church), the Refugee Forum (a gathering of concerned citizens and refugees for mutual data-sharing and help), a Day Care Center, a County Learning Center, a County Human Resources Committee, and many other community organizations charged with the care of persons in need. As an active member of a service club, he chairs its community service committee.

Not only does he exercise a real ministry in the community in the name of Christ, he continues to serve his parish, giving generously of his time, talent, and treasure. He tithes not only his income but his life as well. Over the years he has served three terms as Rector's Warden. He has led a successful Every Member Canvas. He has put his skills to work on the parish's Administration Commission, its Finance and Audit Committee, and its Investment Advisory Committee. In the past he has served with real distinction as Parish Treasurer. In addition, he has found the time to teach in the Church School and to serve as its coordinator.

He and his wife are at the Eucharist every Sunday and he quietly supports the whole program of his parish. A rare person who effectively combines superb financial management skill with dynamic Christian commitment, it is an honor to present the Bishop's Cross to Carroll Dick of St. John's, Olympia

MARY KELLEY  
St. Luke's, Tacoma

In his letter nominating this next recipient to me, her Rector wrote of her, "It is a thrilling experience to encounter an individual who says 'yes' to a call to serve Christ Jesus and His flock. It is even more of an affirmation of the power of the Holy Spirit when such a person continues to say 'yes' over many years of faithful service."

From 1951 to 1966 this lady served one parish as Parish Secretary and then later as Director of Religious Education. She took a leave of these tasks to raise four sons, but during this time she encountered some of the crosses of life which come to all of us. It was out of this dark and painful experience that she found the light and comfort of the Risen Lord. She moved to another part of the city and joined her present parish. It was here that, like St. Paul, she honestly asked, "Lord, what will you have me to do?" What He wanted her to do was to open the Scriptures to others.

For the past four years she has been the driving force behind the Religious Education program at her parish. She is a member of the Companions of the Holy Cross, taught both adult and youth confirmation classes, counseled with many parishioners and, unknown to her, spiritual director to her Rector. All these things are important, but most important of all has been the way she has prepared the congregations for hearing the Scriptures each Sunday.

With a profound theological awareness, she has written brief original introductory commentaries on all three lessons for each Sunday of the Lectionary Years, A,B,C, plus major Feast Day celebrations. She could have borrowed from other material, but she went apart and created weekly bulletin inserts that have made hearts and minds burn with the power of God's Word.

She is truly in love with the Holy Scriptures and I can testify that she takes every opportunity to learn more about them. Her devotion is deep. Her scholarship is sound. Her communication is clear.

For her ministry of opening the Scriptures to others, I am pleased to award the Bishop's Cross to Mary Kelley of St. Luke's, Tacoma.

KATHLEEN WARNER  
St. George's, Seattle

The strength found in any congregation comes from people like this next recipient and in honoring her, we honor countless like her.

Her chief quality is that of commitment and loyalty to the Lord and His Church. She came to her congregation because it was the closest one to where she lived and through all the changes and ups and downs of the congregations's life over the years she has remained loyal and supportive.

Her steadfast commitment moves her to the quiet doing of the ministry of the Church. Some of that ministry is done in the church and some in the community, but it is all ministry, done with loving concern. She is actively involved in making newcomers feel welcomed at the church — especially those who are disabled or handicapped in any way. She provides chauffeuring service

**Kathleen Warner**

for parishioners and neighbors who could not otherwise easily make doctor's appointments or go grocery shopping. She has helped care for a terminally ill neighbor. She has gone to stay with a bed-ridden patient who needed constant attention in order to relieve the patient's husband to get away for a rest. The congregation's refugee family has received a great deal of her time with driving them to classes and medical appointments, helping them with much-needed household goods and giving them friendly support through frequent visits.

One elderly lady has received her help over the years. When the old woman still lived alone at home, she went shopping for her weekly and telephoned her several times each day. After the older woman entered a nursing home she continued to visit her and care for her.

Whenever there is a work party at the church she is always there with her brown bag lunch to do her share of pulling weeds and helping in the cleanup.

During her daughter's teenage years this lady was active in the Girl Scout movement and for many years she served as area and regional chairman for the March of Dimes and other charitable fund drives.

None of this is especially spectacular but all of it is a splendid example of that kind of day by day Christian ministry to which Jesus calls us.

In gratitude for that example of ministry, I give the Bishop's Cross to Kathleen Warner of St. George's, Seattle.

HARRIET CONRAD

St. Joseph-St. John, Tacoma

The vicars of our smaller diocesan congregations with very limited resources must depend heavily upon the mutual ministry of support and commitment from dedicated volunteers.

No better example of that can be found than this lady who for twenty years has lived and practiced the concept of mutual ministry and support for her congregation and each of its Vicars. Her ministry is notably that of administration. She is an unpaid secretary for the vicar and for any one else doing business in the congregation. She is Clerk of the Bishop's Committee, keeper of the files and records, and manager of that office.

But serving as clerk and unofficial secretary only marks the beginning of her work and devotion to the life of the congregation. She has served as President of the Episcopal Churchwomen during a critical time in its existence; taught Church School; and been an enthusiastic worker at countless work parties and construction projects down through the years.

Her ministry, however, extends beyond the congregation. Each week she is part of a sing-along ministry at a local psychiatric hospital. Frequently she is found helping a friend or neighbor through a personal crisis. Often she has brought a troubled person into the church to pray with her.

She is, in fact, a woman of prayer and her deep personal relationship with her Lord is the true source of her service in the more worldly aspects of the congregation's life. It is also an example and inspiration to others.



## Harriet Conrad

Intensely loyal to the congregation and its Vicars, she has fought to keep things open and functioning in times of crisis. Always constructive and positive in her interaction with others, she is a person of great compassion.

I am pleased to give the Bishop's Cross to Harriet Conrad of St. Joseph-St. John, Tacoma.

## PEGGY HANSEN

Church of the Resurrection, Bellevue, Diocese of Olympia

Our final recipient tonight is a lady who, together with her husband, has been an active member of her parish for the past 25 years. Always interested in learning and teaching, she was a Church School teacher for a time and then served as Superintendent for 10 years. Her other activities in her parish over the years includes Altar Guild, Bishop's Committee, Convention Delegate, newcomers and stewardship calling. Indeed, during these past 25 years she has filled just about every servant role possible in the parish.

Outside of her parish, however, she is best known in the diocese for her years of ministry at the Diocesan House.

She first came to Diocesan House as librarian for the Department of Christian Education. In those days it involved overseeing a program of Church School by Mail, sending out material to families in rural and isolated areas of the diocese where there was no congregation.

Although her college training was in dental hygiene and she is licensed as a dental hygienist in three states, her skills and interest in record keeping moved her to begin a process of preserving the records of the diocese and the important papers of former bishops. Thus, she diligently preserves the records and documents of the diocese as well as those of some of the older congregations. Some of these records are preserved in special containers in a vault at Diocesan House and some are on microfilm at the University of Washington.

She has also instituted a new filing system for the Diocesan House and installed a permanent records system for the diocese. This past June she hosted at the Diocesan House the annual meeting of the National Episcopal Historians Association.

Furthermore, she is the official hostess for the Diocesan House -- an historic building on the National Register -- and she takes groups on tours of the House, often giving up her weekends. She also tenderly cares for all the plants in the house.

A lady devoted to the Lord and His Church, she is also a loving wife, the mother of two, and the grandmother of two.

On the 20th anniversary of her coming to Diocesan House, she gave a party to thank her fellow workers there for the privilege of being able to serve with them. It is time now to honor her. With great personal joy and gratitude, I present the Bishop's Cross to Peggy Hansen of Diocesan House and Resurrection, Bellevue.

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CONSTITUTION OF THE DIOCESE OF OLYMPIA  
OF THE PROTESTANT EPISCOPAL CHURCH IN THE  
UNITED STATES OF AMERICA  
January 1, 1985

ARTICLE I  
Name and Jurisdiction

The Church in that portion of the State of Washington lying west of the summit of the Cascade range of mountains and including the Counties of Whatcom, Skagit, San Juan Island, Clallam, Jefferson, Snohomish, King, Kitsap, Grays Harbor, Mason, Thurston, Pierce, Pacific, Lewis, Wahkiakum, Cowlitz, Clark and Skamania shall be known by the name and description of the "Diocese of Olympia."

ARTICLE II  
Acceding to the Constitution of the General Convention

The Church in the Diocese of Olympia accedes to the Constitution of that branch of the Holy Catholic Church known as the Protestant Episcopal Church in the United States of America, and recognizes the authority of the General Convention of the same.

ARTICLE III  
The Authority of the Diocese

The authority of this Diocese is vested in and exercised by its Bishop, and Bishop Coadjutor (if there be one), its Convention and the Standing Committee.

ARTICLE IV  
The Bishop

The Bishop is the Ecclesiastical Authority of this Diocese. He is the Chief Pastor and may officiate in the offices of the Church in any Parish or Mission, or elsewhere in this Diocese. He is the Ordinary of all religious or benevolent organizations of the Church within the Diocese, and as such may attend or preside at any of their meetings, having appellate jurisdiction. All controversies between the Rectors of two or more Parishes; or between Parish or Vestry and Rector; shall be referred to the Ecclesiastical Authority for determination.

ARTICLE V  
The Cathedral

Section 1. St. Mark's Cathedral of Seattle is hereby designated and declared to be the Cathedral Church of this Diocese, and the official seat of the Bishop of the same.

Section 2. The Constitution of the Cathedral shall be that approved by the Convention of the Diocese.

ARTICLE VI  
The Convention of the Diocese

- Section 1. There shall be held an annual meeting of the Convention of the Church in this Diocese. In order that proper notice be given, the time and place shall be fixed by the Ecclesiastical Authority no less than 120 days before the convening of said Convention.
- Section 2. Special meetings of the Convention may be called by the Ecclesiastical Authority. The time, place, and purpose of such meeting shall be designated, and no business shall be transacted other than that stated in the call except by unanimous consent of the Convention.
- Section 3. Ninety days' notice shall be given of every annual meeting of the Convention and thirty days' notice shall be given of a special meeting of the Convention, by the Secretary of the Convention, except as provided for in Article XIX. The mode of notice shall be a circular addressed to every clergyman and to the clerk of every parish and mission in this Diocese.
- Section 4. Every meeting of the Convention shall be opened as the Ecclesiastical Authority may direct.

ARTICLE VII  
Members of Convention

- Section 1. The Convention shall be composed of clergy and laity.
- Section 2. The Bishop, and the Bishop Coadjutor or the Bishop Suffragan (if there be one), shall have a seat and a vote in the Convention.
- Section 3. Every clergyman who shall have been canonically resident within this Diocese before the Convention meets shall be entitled to a seat and to a vote.
- Section 4. The lay members shall consist of delegates from each parish and each organized mission in union with the Convention, who shall be in equal numbers men and women, and shall be communicants in the parish or mission they represent.

ARTICLE VIII  
Officers Of The Convention

- Section 1. The Bishop of the Diocese shall be ex-officio President of the Convention, and shall be entitled to every privilege of membership in the meeting of Convention. In the absence of the Bishop, the Bishop Coadjutor or Bishop Suffragan (if there be one) shall preside. (The President of the Standing Committee shall be next in order to preside.) In the absence or incapacity of these, a president pro-tempore shall be elected by the Convention from among the presbyters, members thereof. His duties shall be those prescribed by the Canons.
- Section 2. At each annual meeting of Convention, the following officers shall be elected to serve until the following Annual meeting:
- (a) A Secretary from among the members thereof;
  - (b) A Treasurer, who shall have the privileges of a member of the Convention;
  - (c) An Historiographer, who shall be the official Diocesan historian;
  - (d) An Archivist who shall have custody of the archives of the Diocese.

Section 3. At each annual meeting of the Convention the Bishop shall appoint, subject to the approval of the Convention, a Chancellor of the Diocese who shall be a layman, a communicant of the Church and regularly admitted to practice in the Supreme Court of the State of Washington. He shall have the privileges of a member of the Convention.

Section 4. In the event of a vacancy in the aforementioned offices, the Bishop, acting by and with the Standing Committee, shall fill the vacancy.

Section 5. The compensation of all officers shall be fixed by the Diocesan Council.

#### ARTICLE IX Transaction Of Business

Section 1. One-third of the clergy entitled to seats in the Convention, and delegates from one-third of the parishes and missions with the Convention, at any time duly assembled, shall constitute a quorum for the transaction of business, except that a smaller number may adjourn from time to time.

Section 2. In all matters which shall come before the Convention, the clergy and laity shall deliberate in one body and vote as individuals; each delegate present shall being entitled to one vote and no more; and unless otherwise provided, a majority of the votes of the two orders jointly shall be decisive.

Section 3. On the call of any five members, the two orders shall vote separately, and a concurrence of a majority of each order shall be necessary to constitute a decision.

#### ARTICLE X Standing Committee Of The Diocese

Section 1. The Convention shall elect by the concurrent vote of a majority of the clerical and lay orders, a Standing Committee to consist of four presbyters and four laypersons. Members of the Standing Committee shall serve a four-year term and shall not be eligible for re-election until one year shall have elapsed following the expiration of the four-year term to which they shall have been elected. One presbyter and one layperson shall be elected at each annual Convention to serve for a four-year term. If a fourth ballot is required at any election, said ballot shall be made up of the two persons receiving the highest number of votes on the third ballot in the order from which one is to be elected, and only the members of that order shall vote thereon. The person receiving the higher number of votes on the fourth ballot in the order from which one is to be elected shall be deemed elected. An election for a short term to fill a vacancy shall be conducted in the same manner. All of these must be persons eligible to seats in the Convention. Not more than one person from any one parish or mission may serve on the Standing Committee at any given time.

Section 2. If there be no Bishop or Bishop Coadjutor or Suffragan Bishop canonically authorized to act, the Standing Committee shall be the Ecclesiastical Authority of the Diocese.

Section 3. At the first meeting of the Committee, which shall be as soon as practicable after their election, they shall choose a president from the clerical members and a secretary from either the clerical or lay members. The secretary shall keep a record of all the proceedings of the Standing Committee which shall be subject at all times to the inspection of the Bishop of the Diocese, and a full report of their acts shall be made to each annual meeting of Convention.

Section 4. A majority of the members of the Standing Committee shall constitute a quorum, and a majority of a quorum so convened shall be competent to act, unless the contrary is expressly required.

Section 5. During the interim between the meetings of Convention, the Standing Committee shall have the power of Convention to ratify or elect officers and Standing Committee members to fill vacancies until the next Annual Convention, unless otherwise provided.

#### ARTICLE XI The Diocesan Council

There shall be a Diocesan Council whose members and their mode of election, duties and powers shall be as may now or hereafter be prescribed by the Canons of the Diocese.

#### ARTICLE XII Deputies To The General Convention

Section 1. At the annual meeting of the Convention in the year preceding the regular meeting of the General Convention there shall be elected by the concurrent vote of a majority of both orders, four Clerical and four Lay Deputies who shall represent this Diocese in the General Convention of the Protestant Episcopal Church. If a fourth ballot is required, said ballot shall be made up of twice the number of persons remaining to be elected in each order. The persons whose names shall be placed on the fourth ballot shall be those who received the highest number of votes on the third ballot in the order from which they are to be elected and only the members of that order shall vote thereon. The persons receiving the highest number of votes on the fourth ballot in the order from which they are to be elected shall be elected. The Clerical Deputies elected shall be presbyters canonically connected with the Diocese, and each lay person shall be a communicant of some parish or organized mission in union with the Convention.

Section 2. At the same time there shall be elected in the same manner and with the like qualifications, four clergymen and four lay persons as alternate deputies to the General Convention.

Section 3. In the case of vacancies the Ecclesiastical Authority shall select, in the order of their election, one or more of these alternates to act as deputies.

#### ARTICLE XIII Delegates To The Provincial Synod

Delegates and Alternates to the Provincial Synod: Delegates and Alternates to represent this Diocese at the Provincial Synod of the Province of the Pacific shall be the clerical and lay deputies and alternate deputies elected by the Diocesan Convention to the next General Convention of the Episcopal Church.



ARTICLE XIV  
Election Of Officers

Section 1. The election of all officers and representatives provided for in this Constitution shall be by written ballot, unless consent by unanimous vote of the Convention is given to dispense with the requirement. In the event of a failure to elect at any Convention, the person or persons already in office shall continue in office until the successor or successors shall have been appointed by the Standing Committee as provided in Article X, Section 5.

Section 2. At least thirty days prior to the Annual Meeting of Convention, the Bishop shall appoint a committee of five members who shall select as nominees at least two persons for each vacancy to be filled by Convention on the Standing Committee and on the Diocesan Council, and at least one person for the offices of Secretary, Treasurer, Archivist and Historiographer. Further nominations for all these positions may be made from the floor of Convention.

ARTICLE XV  
Admissions Of New Parishes And Missions

Section 1. A Parish may be admitted into union with the Convention on motion, by a majority of votes, provided it shall have laid before the Convention through its Secretary at least one month before the Annual Meeting of the same:

(a) A certificate of approval of the organization of such Parish, from the Ecclesiastical Authority;

(b) Satisfactory evidence that a Constitution or Articles of Incorporation have been adopted and subscribed to by the Wardens, in which they accede to the Constitution, Canons, Doctrine, Discipline and Worship of the Protestant Episcopal Church in the United States of America, and to the Constitution and Canons of the Diocese of Olympia;

(c) Satisfactory evidence that the Parish has been regularly organized by the election of two wardens, with a total of not less than three nor more than fifteen vestrymen, and that the Parish contains at least twenty-five communicants;

(d) A written statement made on the authority of the vestry at a duly called meeting that the Parish will support a rector without missionary aid, and agreeing that in the event it shall not be able so to do and becomes dependent on missionary aid, the Convention may change its status to that of an organized Mission.

Section 2. An organized Mission may be admitted into union with the convention by a majority of votes, provided it shall have presented to the Convention a certificate from the Ecclesiastical Authority stating that such Mission is duly organized.

ARTICLE XVI  
Forfeiture Of Privilege

Whenever, in the opinion of the Bishop, any parish or mission shall be liable to forfeiture of privilege, or be essentially defunct as described in the Canon on Dormant Parishes, he shall signify the same to the Convention. Such parish or mission may be suspended from the right of representation in the Convention, or its connection with the Diocese wholly dissolved, by a two-thirds vote of each order. In either event the properties of such parish or mission shall revert to the Diocese, and such other action shall be taken as is permissive under the Constitution and Canons.

ARTICLE XVII  
Assessments

- Section 1. The Convention shall have power to raise money by tax or assessment on the parishes and missions of the Diocese by canon, or by special vote, for the necessary or proper expenses of the Diocese, or for any other purposes which the Convention may from time to time approve or direct.
- Section 2. The Convention shall also have power to impose such penalty as it may deem proper within its lawful power for neglect to pay such assessment when imposed.

ARTICLE XVIII  
Incorporation Of The Diocese

- Section 1. The Church in this Diocese is incorporated for legal and secular purposes under the laws of the State of Washington by the name and title of "The Diocese of Olympia, Inc." This corporation shall have the custody, control, and investment of all trust funds of the Diocese, and shall also hold the legal title to all diocesan property, including the property of all organized Missions, and shall exercise such other power as shall have been set forth in the Articles of Incorporation.
- Section 2. The Bishop and the Treasurer of the Diocese shall be ex-officio members of the Board of Trustees of said corporation. The other members of the Board shall be chosen by the Convention in the manner prescribed by the Articles of Incorporation.
- Section 3. Any amendment to the Articles of Incorporation must be approved by the Convention.

ARTICLE XIX  
Election of the Bishop

- Section 1. The election of a Bishop, Bishop Coadjutor or Suffragan Bishop for this Diocese may be held at an annual meeting of Convention, or in a special meeting of Convention called for the purpose at least sixty days before the time appointed, of which the object shall be stated in a printed notice sent by the Secretary of the Standing Committee to every clergyman canonically resident and to the Vestry of every Parish and the Bishop's Committee of every organized Mission.
- Section 2. The election shall be made in the following manner: Any member of either order may nominate some fit and qualified clergyman for the office. The name or names thus presented shall be balloted upon by both orders voting separately, and the person receiving the majority of votes cast in each order shall be declared duly elected.
- Section 3. The presence of two-thirds of the clergy and lay delegates of the Parishes and Missions entitled to vote shall constitute a quorum.



ARTICLE XX  
Authentication and Preservation

The Secretary of the Convention shall procure and keep a suitable book entitled "Constitution and Canons of the Diocese of Olympia," in which shall be recorded this constitution with the certificate of its adoption. All articles, canons and additions thereto, hereafter adopted by the Convention, shall be certified to by the President and Secretary of the Convention, as having been duly adopted, and shall, with the certificate of adoption, be recorded in the said book, and the said book shall be taken and regarded as prima facie evidence of the due adoption and correctness of all papers recorded therein under the article.

ARTICLE XXI  
Amendments

Amendments to this Consitution may be made by the Convention provided the proposed amendments be adopted at two successive annual meetings of Convention by a majority vote of the two orders voting separately. Provide, that the proposed alteration, amendment or addition may be amended before its adoption by a two-thirds vote of the Convention to which it is finally submitted.

ARTICLE XXII  
Nomenclature

Wherever in this Constitution the reference to a person is in the masculine gender, such reference shall be deemed, where appropriate, to also refer to or include the feminine gender.

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CANONS  
of the  
DIOCESE OF OLYMPIA

CANON I  
The Clerical Members of Convention

At least one week prior to the meeting of any Diocesan Convention, it shall be the duty of the Ecclesiastical Authority to certify to the Secretary the names of all clergyman canonically resident in the Diocese, designating those who are entitled by the Constitution to take part in its proceedings.

CANON II  
Lay Members of Convention

Section 1. Being in union with the Convention, each parish, each organized mission which will have a separate Bishop's Committee, each mission field having one joint Bishop's Committee for the entire field, shall be entitled to representation to be based on communicant strength in accordance with the following table:

Any number not over 200	2 delegates
201 - 400	4 delegates
401 - 600	6 delegates
601 - 900	8 delegates
901 - 1200	10 delegates
over 1200	12 delegates

Section 2. Each parish, mission, and field shall select from among its qualified electors, delegates and alternates to provide a full complement of representatives according to the above table. This representation shall be divided equally between men and women. An alternate delegate may not qualify to substitute for a delegate of the opposite sex. Commencing in 1972, one half of the delegates and alternates shall be elected for a one year term and the other half shall be elected for a two year term and thereafter, at each annual election, the delegates and alternates shall be elected to a two year term. Delegates and alternates shall serve as such at each meeting of the Diocesan Convention, both annual and special, occurring during the term for which they are elected.

Section 3. Delegates and alternates shall be elected at a regular or special parish, mission or field meeting; or in default thereof, the Vestry or Bishop's Committee shall select the delegates and alternates as above set forth.

Section 4. Certificates of selection of lay delegates and alternates shall be in the form determined by the Secretary of the Convention with the approval of the Council. Forms shall be distributed to parishes, missions, and fields not less than three months prior to the Convention, and shall be completed and returned to the Secretary at least two months prior to the opening date.

CANON III  
Duties of Officers of Convention

Section 1. The President shall:

- (a) Preside at all meetings of the Convention;
- (b) Appoint the Chancellor;
- (c) Appoint standing committees as provided by these canons.

Section 2. The Secretary shall:

- (a) Give notice of the meetings of Convention. In case of failure to do so, the Ecclesiastical Authority shall have this power;
- (b) Keep a record of all the proceedings of Convention;
- (c) Publish the Convention Journal;
- (d) Preserve its records, and the Constitution and Canons;
- (e) Have the power to appoint an assistant;
- (f) Attest its public acts and faithfully deliver to his successor all the books and papers relating to the Convention which may be in his possession;
- (g) Receive the certificates of lay delegates and prepare a roll;
- (h) Call the roll of delegates at the opening of Convention.

Section 3. The Treasurer shall receive and disburse all monies collected under the authority of Convention, except as otherwise provided in Constitution and Canons.

Section 4. The Historiographer shall:

- (a) Create, maintain and continue a history of the Diocese, its significant personnel and events;
- (b) Report annually to the Bishop and Convention concerning the discharge of such duties;
- (c) Perform such duties as may be prescribed by the Ecclesiastical Authority or by Resolution of Convention.

Section 5. The Archivist shall be the custodian of the Journals, papers, reports, pamphlets and other records of the Diocese and shall report annually to the Bishop and Convention concerning discharge of such duties.

Section 6. The Chancellor shall:

- (a) Be present at each session of the Convention and respond to all requests made for advice by Convention;
- (b) Act as legal advisor to the Bishop, Standing Committee, Diocesan Council, and Convention in all matters relating to the Church;
- (c) Perform such other duties as may be requested by the Ecclesiastical Authority, Convention, or official body of the Diocese.

CANON IV  
Standing Committees of Convention

There shall be the following standing committees appointed by the President, the members of which need not be delegates to the Convention. The members shall be appointed within ninety days following the adjournment of each annual Convention. They shall serve until the adjournment of the next annual Convention.

- (a) Dispatch of Business - 2 clergy and 2 lay members;
  - (b) Privilege - 1 clergy and 2 lay members;
  - (c) Admission of New Parishes and Missions - 1 clergy and 2 lay members.
- This deals with application for union with Convention;

- (d) Canons - 2 clergy and 2 lay members. This Committee recommends changes or additions to the Constitution and Canons. The Committee report on these must be submitted in writing to the clergy and clerks of the Vestries and Bishop's Committees at least ten days before the annual meeting of Convention. Any proposed changes shall be submitted to the Committee for its consideration at least four weeks before the annual meeting of Convention.
- (e) Resolutions - 2 clergy and 2 lay members.
  - 1. All resolutions shall be submitted to the Resolutions Committee at least 45 days prior to Convention and shall be mailed to delegates.
  - 2. The Committee shall have the authority to combine similar Resolutions so long as the sense of the original is retained.
  - 3. The Committee may amend Resolutions in order to assure that the Resolution is in the form proper for consideration by the Convention.
  - 4. The Committee shall consider all Resolutions received and shall report them to Convention, either as received or as amended or combined, with recommendations, "do not consider, do pass, do not pass, refer to other committees or commissions, or no opinion."
  - 5. The Committee may meet during Convention.
  - 6. The Committee shall be appointed by the Bishop within 90 days after the adjournment of the annual Convention.
  - 7. Any Resolution not submitted to the Committee at least 45 days prior to Convention shall be considered by Convention only if submitted - in writing - to the Committee no later than six (6) hours after the convening of Convention, and consideration of such resolution is approved by a majority vote of the Convention.

#### CANON V The Business of Convention

The Convention shall open as the President directs. The order of business shall be as follows:

- (a) The Secretary shall call the names of the clergy entitled to seats;
- (b) He shall then call the list of the Parishes and Missions entitled to representation in Convention which shall have furnished him their certificates of lay delegates and alternates elected, together with the names of such lay delegates appearing therein;
- (c) The calling of the names of clergy and lay delegates may be dispensed with by an unanimous consent of the members of Convention present, provided satisfactory evidence of a canonical quorum of each order be laid before the Convention by the Secretary. In such case the Secretary shall secure a correct list of the clergy and lay delegates present;
- (d) Irregular or defective certificates shall be referred to the Committee on Privilege;
- (e) A constitutional quorum being present, the President shall declare the Convention organized for business. The Convention shall then proceed to adopt an order of business.

CANON VI  
The Diocesan Council

- Section 1. The Bishop and Council of the Diocese, as hereinafter constituted, shall be known as "the Diocesan Council" and shall exercise all the powers of Convention between the meetings thereof in regard to the unification, development and prosecution of the work committed to it.
- Section 2. The Diocesan Council shall consist of the Bishop, Bishop Coadjutor, Suffragan Bishops, if any, the President of the Standing Committee; five members of the clergy and eleven communicant laypersons.
- Section 3. The Ordinary shall be the President of the Council.
- Section 4. At each Annual Meeting of the Convention there shall be elected one member of the clergy and two communicant laypersons to serve as a member of Council for four years. The Bishop shall appoint one person to serve as a member of Council for four years, either a member of the clergy or a communicant layperson to replace the person of the like order rotating off Council, to serve as a member of Council for four years; and in making such appointment the Bishop shall take into consideration geographical balance. Members of Council shall be deemed delegates-at-large to Convention. No member who has served on Council for four consecutive years shall be eligible for re-election or appointment until the expiration of one year. The Council shall have power to fill vacancies resulting from death, resignation or removal of Council members elected by Convention, and the Bishop shall have like power to fill vacancies of appointed members, to serve until the next meeting of Convention.
- Section 5. The Diocesan Council shall organize and elect such officers other than the President, and appoint such agents as it deems appropriate.
- Section 6. (a) The Council shall be the Program Planning and policy making body of the Diocese between sessions of Convention.  
(b) A Committee of not less than seven members, of whom three shall be members of Council, all appointed by the Bishop and confirmed by Council, shall be responsible for the development of a proposed Diocesan Program and Budget for the following year.  
(c) The Ordinary of the Diocese shall be responsible for the administration of all Diocesan Programs and Policies.
- Section 7. The Ordinary shall supervise the financial affairs of the Diocese and of all Diocesan Institutions and Organizations, and shall require a proper annual audit of all receipts and disbursements of all parish and diocesan institutions and organizations. The Ordinary shall require the bonding of all Parish, Mission and Diocesan Treasurers; the maintenance of adequate insurance of all church properties; and the introduction and maintenance of the budget system in each Parish and Mission. The Ordinary shall be responsible for maintenance of all properties belonging to the Missions and Institutions of the Diocese.
- Section 8. The Ordinary shall, with the advice and consent of the Council, present a proposed budget to Convention. Copies thereof shall be presented to the clergy and Parish and Mission Treasurers at the Convocation Meetings next before Convention, due notice being first given to the Treasurers. After adoption of a budget by Convention, statements of Parish and Mission quotas must be furnished to clergy and to Treasurers as soon as possible. Council shall review and recommend to the Ordinary such changes in the budget adopted by Convention as it shall find expedient and necessary throughout the year.



CANON VII  
Diocesan Institutions

Any organization hereafter formed for religious, educational or charitable work in the Diocese may assume and retain the title of Diocesan Institution only when it conforms to the following conditions:

- (a) It shall be accepted as such by vote of Convention;
- (b) The members of its governing board shall be chosen in a manner approved by Convention;
- (c) The officers of the Institution shall annually present a full report of all its activities during the twelve months preceding to the Department of Diocesan Council to which the Council appropriately assigns it, in a form determined by that Department. It shall also present to the Ordinary a full financial statement.

CANON VIII  
The Funds of the Diocese

Section 1. Assessments.

- (a) An annual assessment shall be levied upon each Parish and Mission of the Diocese.
- (b) The assessment quotas shall be based on the Net Disposable Income available for general Parish or Mission purposes in the second preceding year prior to the year of assessment (for example, 1977 NDI would be the basis for the 1979 assessment).
- (c) Net Disposable Income shall be specifically defined by resolution of Diocesan Council and the assessment rate to be applied thereto shall be the same flat rate percentage for all congregations.
- (d) The Assessment Rate shall be set by the Annual Convention and when first thus set shall be effective for the two years immediately thereafter. The Assessment Rate percentage may be raised or lowered from time to time by succeeding conventions; provided that, the adjusted assessment Rate shall not become effective until the second year of assessment following such action by Convention. (e.g., A decision to change the Rate of Assessment by the Convention meeting in 1979 would not become effective until assessment year 1981.)
- (e) Each year, by March 1st, the Assessment Rate set by the Convention for the ensuing year of assessment shall be computed against the Net Disposable Income reported by the parishes and missions on the form provided by the Treasurer of the Diocese and to be returned with their annual parochial reports. The resulting sum total shall be reported to the Diocesan Council for use by its Program Budget Committee in the development of the proposed Program Budget for the ensuing year. (e.g., On March 1, 1979, the Assessment Rate approved by Convention will be multiplied against the Net Disposable Income for 1978 reported by Parishes and Missions and the sum total will be the amount available to be budgeted for the 1980 Program of Diocese.)
- (f) Should the Convention in any year deem it necessary to increase the revenue to be generated from assessments on Parishes and Missions in excess of that which would be provided under Section e above, the Convention may, by two-thirds affirmative vote, levy a special assessment upon the Parishes and Missions. Such special assessment shall be limited to one year in duration.
- (g) In the event of failure of any Parish or Mission to furnish the Secretary of Convention with its Annual Financial Report, the Ordinary shall fix the amount of its assessment.

- (h) If any Parish or Mission shall believe that its assessment is unjust or inequitable it shall have the right to present the grounds for such belief to the Diocesan Council; and upon consideration of the same, the Council shall have the power to recommend to the Ordinary a change or reduction in the amount of the assessment.
- (i) Any Parish or Mission that shall have charged against it an accumulation of unpaid assessments, shall have the right to petition Diocesan Council for relief; and Council shall have power, when such action is deemed equitable and expedient, to grant such relief by the remission of all or part of such accumulated indebtedness, excepting that of the current year.

## Section 2. Assessment Fund.

- (a) There shall be an Assessment Fund into which all assessments received shall be deposited and out of which the operating expenses and missionary expenses of the Diocese shall be paid, with other funds available for those purposes. Funds received which are particularly earmarked for missionary or other special purposes shall be used solely for such purposes.
- (b) Any budget surpluses are to be considered as "other funds available" for program budget operating and missionary purposes within the content of Canon VIII, Section 2.

## Section 3. The Endowment Fund.

- (a) There shall be an Endowment Fund, which shall be known as the Episcopate Fund of the Diocese. The income of this fund shall be appropriated to the support of the Bishop of the Diocese, and of Bishops Coadjutor and Suffragan (if there be such), and to meet the administrative expenses of the Diocese. The Episcopate Fund shall consist of all monies and securities held for the credit of the Fund at the time of the organization of the Diocese of Olympia and its admission into union with General Convention, and of such donations and contributions as have been made or shall be made thereto from private or public sources.
- (b) All income arising from the Episcopate Fund shall be received by the Treasurer of the Diocese of Olympia, Inc., and shall be disbursed by him on order of the Convention or on order of the Directors of the Corporation.

## Section 4. Diocesan Emergency Fund.

There shall be a fund which shall be called the Diocesan Emergency Fund, which shall be derived from donations and contributions and from an annual collection or collections to be made in each Parish and Mission of this Diocese, unless otherwise authorized by Convention or Council. (See Canon 17, Section 4.) All monies or securities belonging to the Fund shall be held by the Treasurer of the Diocese of Olympia, Inc., and all disbursements from said Fund shall be made by the Treasurer on the written order of the Ecclesiastical Authority. All disbursements from this Fund shall be made only for the relief of clergy in good standing, canonically connected with the Diocese, or their families.

## Section 5. Bishop's Discretionary Fund.

There shall be a fund known as the Bishop's Discretionary Fund, to be administered by the Bishop. It shall consist of open offerings taken at the time of the Bishop's visitation to any Parish or Mission for Confirmation. (See Canon 16 and 17, Section 5.)



**CANON IX**  
**The Parish**

Section 1. Any number of persons not less than 25, of legal age, (ten of whom shall be males), who shall be communicants of this Church and resident of the community, town, city or district where the proposed parish is to be located, may organize themselves as a Parish in the following manner:

Notice of intention to organize a Parish shall be first given to the Ecclesiastical Authority of the Diocese. Such notice shall be in writing in the following form:

Reverend Father in God: We, whose names are hereunto subscribed, being attached to the Doctrine, Discipline and Worship of the Protestant Episcopal Church, and desirous of securing the holy influence of the Church for ourselves, our families and our neighbors, do hereby respectfully ask permission to associate and organize ourselves, and others as a parish under the name of \_\_\_\_\_ Parish. And we do hereby promise and agree that said Parish shall always be held under the Ecclesiastical Authority of the Bishop of Olympia and his successors in office, and in conformity with the Constitution and Canons of the Protestant Episcopal Church in the United States of America and Constitution and Canons of the Diocese of Olympia, the authority of which we do hereby recognize and bind ourselves to make them part of the Constitution of said Parish, and to whose Liturgy, Doctrine, Discipline, Rites and Usages we promise at all times, for ourselves and successors, corporate obedience and conformity.

Section 2. Upon the receipt of the written approval of the Ecclesiastical Authority, the petitioners shall then proceed as follows: Notice of the meeting to organize, setting forth the object, the time and place of such meeting, shall be publicly read at the time of morning service, on two Sundays next preceding said meeting by some clergyman of the church appointed by the Bishop.

Section 3. At the meeting a clergyman appointed by the Bishop shall preside. A Secretary shall be chosen. A book shall be provided for a record of the proceedings of the meeting, in which shall be entered, first, the notice of the Ecclesiastical Authority, with the names subscribed to the same, the approval of the Ecclesiastical Authority, the record of the action taken for organization, the names of the vestrymen chosen for the first year, and any other matters of importance pertaining to the organization; and, second, the Constitution or Articles of Incorporation or Association adopted at the meeting.

Section 4. Parishes hereafter organized may be admitted into union with the Convention in this Diocese in accordance with Article XV of the Constitution, and upon compliance with the provisions thereof. Application for admission into union with the Convention shall be made within two years from the date of the legal incorporation of the Parish; if not, the Bishop, with the consent of the Standing Committee, may declare the permission to organize withdrawn, and the organization null and void.

Section 5. If a proposed new Parish is within the limit of an existing Parish, the written consent of the Rector and Vestry of the existing Parish shall first be had and obtained for the organization of a new Parish. If such consent cannot be obtained, the permission for the organization of a new Parish within the parochial limits of an existing Parish shall be vested in the Bishop of the Diocese, acting by and with the consent of the Standing Committee.

Section 6. For the purpose only of private or domestic pastoral ministrations, the residence, wherever situated, of each registered parishioner of any Parish or Mission shall be deemed a part of the Parish or Mission in which such parishioner is registered.

**CANON X**  
**Rectors, Parishes & Vestries**

- Section 1. (a) At any time between the annual meeting of Diocesan Convention and the 25th of April following, after due notice publicly given at Divine Service on the two Sundays next preceding, there shall be held an annual meeting of the Parish for election of a Vestry and for the transaction of such business as may properly come before the meeting;
- (b) Special meetings of the Parish may be called by the Rector, or by the Vestry, if there be no Rector, and shall be called by the Rector upon a written request signed by a majority of the Vestry. Notice of any special meeting of the Parish shall be given at two regular services of the Church on at least one Sunday next preceding the day appointed for the special meeting;
- (c) At all Parish meetings the Rector (if there be one; if not, a Warden) shall preside and the Clerk of the Vestry shall act as the Clerk of the meeting.

- Section 2. (a) The number of Vestrymen, as prescribed in the Articles of Incorporation of each Parish, shall be not less than three nor more than fifteen, and within these limits, the Parish, by a majority vote, may fix or change the total number elected annually. Baptized persons who are qualified electors shall alone be eligible; and at least two-thirds of the Vestrymen shall also be communicants. The Rector shall be ex-officio a member and the chairman of the Vestry;
- (b) The electors (as herein defined in Section 3.a.), shall each year choose by ballot one-third of the whole number of Vestry members to serve for three years and until the election of their successors;
- (c) No member of a Vestry who is elected to a full three-year term shall be eligible for re-election to the Vestry until one year after the expiration of the term for which he was elected.

- Section 3. The electors shall be: 1) Communicants of the Parish, age sixteen or older, whose names have been on the Parish register for at least one month next preceding the Parish Meeting, who have made recorded contributions to the parish budget, shown by the books of the Parish Treasurer; and 2) Such other baptized persons of like age who for six months past have made recorded contributions to the parish budget as shown by the records of the Parish Treasurer.

- Section 4. At the first meeting of the Vestry after the annual election there shall be chosen a Senior Warden and Junior Warden, both of whom shall be communicants of the church and shall be vestrymen. In case the Parish be without a Rector or in case of the organization of a new Parish, both Wardens shall be elected by the Vestry; in all other cases the Rector shall appoint from the Vestry the Senior Warden, and the vestrymen shall elect the Junior Warden.

- Section 5. (a) At the first meeting of the Vestry they shall also elect a Clerk, who shall keep the minutes of the Vestry meetings and record them in a book provided for the purpose, and a Treasurer who shall receive and disburse the revenues of the Parish, as the Vestry shall direct. He shall keep an accurate account of all receipts and disbursements, rendering an annual account to the Vestry for audit, and in addition thereto, an account at any time as the Vestry may direct. The books of both the Secretary and the Treasurer shall always be open to the inspection of the Rector and the members of the Vestry of the Parish, and of the Bishop of the Diocese. Neither the Clerk nor the Treasurer need be a member of the Vestry;
- (b) There shall be no meeting of the Vestry unless the Rector, if there be one, and a quorum of the Vestry be present; provided, that if the Rector be absent from the Parish, or, if when notified of the meeting, he shall decline or neglect to be present, the meeting shall be valid if there be a majority of the Vestry, including one Warden, present. Voting by proxy shall not be permitted. C-21

- Section 6. (a) It shall be the duty of the Wardens of every Parish to give written notice to the Ecclesiastical Authority of an impending vacancy in the Rectorship no later than ten (10) days after such an impending vacancy is made known. Subsequent to such notice, the Wardens shall counsel with the Ecclesiastical Authority as to the needs of the Parish. After the Vestry has determined the pastoral needs of the congregation and communicated the same to the Ecclesiastical Authority, he or it will recommend to the Wardens the persons whom he or it deems qualified for consideration as nominees for the Rectorship of such Parish.
- (b) A Rector shall be elected at a meeting of the Vestry by affirmative vote of at least two-thirds of the Vestry given by written ballot. He shall have been nominated at a meeting of the Vestry held not less than two weeks prior to the meeting at which the election takes place.
- (1) If a nominee is not taken from the group recommended by the Ecclesiastical Authority, the name of the clergyman proposed as a nominee shall be made known to the Ecclesiastical Authority. The Ecclesiastical Authority shall respond to such proposal in writing or by conference with the Vestry within twenty (20) days. The Vestry must consider such response at a meeting duly called and held for that purpose.
- (2) No election shall be valid unless and until the Ecclesiastical Authority has filed with the Vestry a statement that, so far as he or it knows or believes, the person nominated is a fit and qualified presbyter of this church, and the nomination is approved.
- (c) The call of the Rector-elect shall be in writing and express distinctly any special conditions, together with the stipulation as to salary and allowances. When the call has been accepted in writing the contract shall be complete. The contract may be revised by written agreement between the Rector and Vestry. Any dispute between a Rector and Vestry concerning the contract of call or subsequent modifications shall be arbitrated by the Ecclesiastical Authority.

- Section 7. (a) The Rector or Priest-in-Charge of a Parish, by virtue of his office, has exclusive charge of all rites, ceremonies and ordinances of the Church, and the worship with the music and ritual accessories thereto, subject and answerable only to the Bishop. He is entitled at all times to have access to the church building, and to open the same as he may deem proper for public worship, for the celebration of Holy Communion, for baptisms, marriages, burials and religious instruction, and for other rites and ceremonies authorized by the Church or by the Ecclesiastical Authority of the Diocese. He shall have control of the alms received at Holy Communion for pious and charitable purposes, unless a different arrangement regarding the same shall be agreed to by both Rector and Vestry. All sums so received shall be accounted for to the annual Parish meeting. He shall have the direction and control of the Church School and of all guilds and organizations within the Parish.
- (b) No clergyman shall officiate within the Cure of another clergyman without the request or consent of the incumbent; or, in his absence or incapacity, that of the Wardens of the Parish.



Section 8. Assistant ministers may be appointed by the Rector, on terms and conditions as are agreed by the Rector and Vestry and the clergyman concerned. The proposal of any clergyman for such appointment must be accompanied by a statement signed by the Bishop, if there be one, that so far as he knows and believes, the person nominated is a fit and qualified clergyman of this Church or of a Church in communion with it, and that he approves such nomination.

Section 9. It shall be the duty of the Vestry to aid and support the Rector in all efforts for the spiritual welfare and growth of the Parish. The Vestry shall transact the temporal affairs of the Parish. They shall have charge of the church and other buildings of the Parish, and see that the same are repaired and improved as need may require and that they are kept insured against loss by fire. It shall be the duty of the Vestry to prevent the use of the church buildings for any secular or other purpose not authorized by Constitution and Canons of the Church, or such as becometh not the Church of God.

Section 10. The Wardens shall be charged with the care of the Holy Vessels and all other property of the Parish used in the service of the Church, and shall see to it that the same is properly provided. They shall preserve order and decorum at the time of Divine Service.

Section 11. No Vestry or Bishop's Committee shall encumber or alienate any church, chapel, rectory or other parish building, or any land pertaining thereto without the previous consent of the Bishop, acting by and with the Standing Committee of the Diocese.

Section 12. No Vestry or Bishop's Committee shall remove, take down or otherwise dispose of any church, chapel, rectory or other parish building, nor shall the location thereof be changed, without the previous written consent of the bishop, acting by and with the Standing Committee of the Diocese.

Section 13. Meetings of the Vestry may be called by the Rector, and shall be called by him at the written request of any three members of the Vestry, including one Warden.

#### CANON XI

##### Parish Registers and Parochial Reports

Section 1. Every Parish and Mission shall have a Parish Register in which to record the information required under the Provisions of the General Church Canons.

Section 2. Each Parish and Mission shall prepare and forward to the Diocesan Office, no later than February first of each year, the annual Report required under the provisions of the General Church Canons.

Section 3. The Parish Register and the Annual Report shall be the responsibility of the Minister in charge, or, in the absence of a Minister, the responsibility of a Warden in the case of a Parish, and of some person appointed by the bishop in the case of a Mission.

Section 4. Upon the dissolution of a Parish or Mission, the Register provided for in this Canon shall immediately become the property of the Diocese, and the Bishop shall take charge thereof.

CANCN XII  
Missions

Section 1. It shall be competent for any number of adult persons, not less than twenty-five, (of whom at least three must be males), who are attached to the Protestant Episcopal Church and desirous of sustaining the services in any community, town, city or district, to be organized as a Mission, on application to the Bishop in the following manner:

Reverend Father in God: We, the undersigned, residents of \_\_\_\_\_ County, of the Diocese of Olympia, being desirous of having the services of the Church, and ready, according to our several abilities, to sustain the same, do hereby request you to provide for us as you may deem proper and expedient.

We do hereby declare ourselves, individually and collectively, ready to do what in us lies, to support and maintain the regular worship of the said Church, and promote its influence in our neighborhood; and we do promise conformity to the doctrine, liturgy, rites and usages of the Protestant Episcopal Church. We put ourselves under your charge and will reverently obey your authority. We promise conformity to the Constitution and Canons of the General Convention, and to those of the Diocese of Olympia, and the rules and regulations of the Convention. In accordance with these obligations and promises we now ask the privilege of being organized as a Mission under the name of \_\_\_\_\_ Church.

Furthermore, we agree to raise annually among ourselves and faithfully pay (of) the sum of \_\_\_\_\_ dollars per annum for the support of our local congregation and the Church throughout the world, (remaining) and,

furthermore, we agree to abide by and follow the policy and procedure of the Diocese of Olympia, as set forth by the Mission Policy Manual.

Faithfully yours,

This application shall be signed in ink by all the adults who propose to be members of the Mission.

Section 2. If the Bishop consents to the organization of a Mission he shall make such consent known in writing to the applicants, and shall appoint and send a member of the clergy, as Vicar, to take charge of same.

Section 3. The Bishop shall appoint for the first year, and after that annually, a committee to be known as the Bishop's Committee, which shall represent the Bishop in the management of the temporal affairs of the Mission. The Vicar shall be an ex-officio member of the Bishop's Committee and when present shall preside. The duties of the Bishop's Committee and of the officers shall be as set forth in the Mission Policy Manual.

Section 4. At any time between the annual meeting of the Diocesan Convention and the 25th of April following, after due notice publicly given at Divine Service on the two Sundays next preceding, there shall be held the annual meeting of the Mission for the purpose of nominating qualified persons for the Bishop's Committee, and for the transaction of such other business as may properly come before the meeting.

- Section 5. The title to real estate given to or purchased by the Mission shall be vested in the corporation known as the "Diocese of Olympia, Inc." But no gift or purchase of land shall be accepted or made, nor any location of a church site decided upon, nor building erected thereon, without the consent of the bishop and Council.
- Section 6. Before any Mission contracts to purchase any real estate, either by full payment of the purchase price or by partial and deferred payments, it shall be necessary for the Bishop's Committee to obtain the previous written consent of the Bishop, acting by and with the Standing Committee of the Diocese, and their approval of the terms of the contract for such purchase; and such consent and approval shall be stated in the contract and in the deed of conveyance which shall be inserted when made to the "Diocese of Olympia, Inc."
- Section 7. The Vicar of a Mission having been appointed by the bishop, may resign to, or be removed or transferred by, the bishop only. He shall, after consultation with the Bishop's Committee from time to time, appoint the sexton, organist, choir leader, Sunday School superintendent, and such other helpers as may be necessary. If there be no Vicar, the right of appointment of all helpers to serve during the vacancy shall be in the bishop's Committee.
- Section 8. The failure of the people of a Mission to perform their agreement as stated in the application for organization may warrant the bishop, by and with the consent of the Standing Committee, in withdrawing the member of the clergy and dissolving the organization, in which case, as well as in case of the temporary abandonment of services, all the property of the Mission shall be placed in the custody of the bishop, and shall become the property of the "Diocese of Olympia, Inc."



**CANON XIII**  
**Business Methods in Church Affairs**

Section 1. In every Parish, Mission and Institution connected with this Diocese, the following standard business methods shall be observed:

- (a) Trust and permanent funds and all securities of whatsoever kind shall be deposited with a Federal or State Bank, or a Diocesan Corporation, or with some other agency approved in writing by the Ordinary, under either a deed of trust or an agency agreement providing for at least two signatures on any order of withdrawal of such funds or securities. But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them;
- (b) Records shall be made and kept of all trust and permanent funds showing at least the following:
  - (1) Source and date
  - (2) Terms governing the use of principal and income
  - (3) To whom and how often reports of conditions are to be made
  - (4) How the funds are invested;
- (c) Treasurers and custodians, other than banking institutions, shall be adequately bonded;
- (d) books of account shall be so kept as to provide the basis for satisfactory accounting;
- (e) All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by an independent Certified Public Accountant, or independent Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee, Department of Finance, or other appropriate diocesan authority.  
All reports of such audits, including any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority not later than 30 days following the date of such report, and in any event, not later than September 1 of each year covering the financial reports of the previous calendar year.
- (f) All buildings and their contents shall be kept adequately insured;
- (g) The Ordinary shall report annually to the Convention of the Diocese on its administration of this Canon.

Section 2. No Vestry, Trustee, or other body, authorized by Civil or Canon Law to hold, manage or administer real property for any Parish, Mission, Congregation or Institution, shall encumber or alienate the same or any part thereof (save for the refinancing of an existing loan) without the written consent of the Bishop and Standing Committee of the Diocese, under such further regulations as may be prescribed by the Canons of this Diocese or the National Convention.

Section 3. All clergy employed with the Diocese in clerical positions shall be covered by a written agreement specifying terms as to compensation, including housing and utilities allowances, pension and insurance benefits, and business expense allowances, which are not inconsistent with the Constitution and Canons of the National Church and Diocese of Olympia.

Section 4. Acting through the Convention, the Diocesan Council shall periodically recommend the establishment of a minimum annual compensation applicable to all clergy employed as set forth in Section 3 above. Once adopted by Convention, compensation payments shall not be less than the established minimum without the written concurrence of the Bishop.

CANON XIV  
Church Debt

Section 1. No indebtedness shall be incurred by a Parish, Mission, or Congregation without the approval of both the Bishop and Standing Committee except:

- (a) Indebtedness for permanent improvement, replacements or additions to real estate or equipment, where the amount of such indebtedness, plus indebtedness of every kind already existing, shall not exceed 150% of the average annual receipts of such Parish, Mission, or Congregation during the past three years;
- (b) Indebtedness for current expenses where the amount of such indebtedness, plus all indebtedness heretofore incurred for current expenses and still existing, shall not exceed 20% of the total current receipts of such Parish, Mission or Congregation during the preceding fiscal year; the payment of all such indebtedness shall be provided for in the budget of the next ensuing fiscal year with reasonable expectation of its payment out of the receipts of the next two years.

Section 2. Provided that in computing receipts under paragraph (a) and (b) hereof, amount from or for endowments or from or by bequests, except income therefrom not specially designated, and receipts for expenditures other than parochial, shall not be included.

Section 3. Provided that under any circumstances under which approval is required, it shall be granted only when the payment of all indebtedness shall be provided for in a plan of amortization or other method of payment to be submitted to and approved by the same authority.

Section 4. This Canon shall not apply to the refinancing of existing loans.

CANON XV  
Dormant Parishes

Section 1. If any Parish shall for three years fail to elect a Vestry, or to make a report as required by Canon, the Bishop may report the fact to Convention. Its union with Convention may, upon motion and vote as prescribed in Article XVI of the Constitution, be suspended or dissolved and it may not be restored until it shall comply with such conditions as Convention may prescribe.

Section 2. It shall be the duty of the Bishop to take the necessary steps to preserve the property of such Parish for the benefit of the Church.

Section 3. If any Parish shall have failed, by March 1st of any year, to have done any one or more of the following:

- (a) Paid any assessment lawfully levied by Convention or required by the Constitution and Canons for the preceding calendar year;
- (b) Paid in full the contractual salary and support of its Rector for the preceding calendar year;
- (c) Paid in full the premium required by the regulations of the Church Pension Fund to that fund for the pension of its clergy for the preceding calendar year;

Then such Parish shall be classified as a Parish unable to support a Rector without missionary aid and the Bishop shall, with thirty days thereafter make an Episcopal Visitation to such Parish, and if such delinquent payment has not been completed by the end of this Visitation, shall report the facts to the Standing Committee. The Bishop, after consultation with the Standing Committee, may report to Convention that said Parish is unable to support a Rector without missionary aid. In such case Convention, may, upon motion and vote as prescribed in Article XVI of the Constitution, change the status of said Parish to that of an organized Mission. Restoration to Parish status may be effected by any subsequent meeting of Convention upon the recommendation of the Bishop.

Section 4. Whenever the status of a Parish is changed to that of an organized Mission, the Parish Corporation shall immediately transfer title to all its property and assets to the Diocese of Olympia, Inc., which shall hold title thereto as provided for in the Constitution and Canons, and the officers and members of such Parish Corporation shall take all steps necessary to effectuate such transfer.

#### CANON XVI Episcopal Visitation

Section 1. Visitation by the Bishop is of inherent and transmitted authority and is indispensable for the exercise of the Episcopal functions within his jurisdiction.

Section 2. At least once in every three years the Bishop shall:

- (a) Meet with and advise the clergy;
- (b) Consider the spiritual state of the Parish or Mission;
- (c) Examine the Parish Register and records;
- (d) Inspect the Parish property.

Section 3. On occasions of Canonical visitation the Bishop controls the services, to take to himself or assign to others such portion of them as he may think proper; and he may also designate the purpose for which the offering of the people is taken.

#### CANON XVII Stated Offerings

It is hereby made the duty of each minister in charge of a Parish or Mission in this Diocese and, in the absence of any such minister, the duty of the Vestry or Bishop's Committee to take the following offerings at the times and for the purpose hereinafter stated:

Section 1. The Church School Lenten Offering, for special missionary purpose designated by Executive Council.

Section 2. An offering on Thanksgiving Day or the Sunday previous or following, for the Diocesan Emergency Fund or for such other purposes as the Convention or Council may determine.

Section 3. An offering for the Bishop's Discretionary Fund on the day of the canonical visitation of the Bishop.

#### CANON XVIII Lay Readers

No person shall be authorized to officiate regularly as a Lay reader in this Diocese without a written license from the Ecclesiastical Authority, for a term not to exceed three years. Lay Readers shall in all cases conform to the provisions of the Canon of General Convention. When not officiating in the Parish or Mission for which they are appointed they shall be under the direction of the President of the Convocation in which they may reside, or such other Diocesan official as the Bishop may designate.



CANON XIX  
The Church Pension Fund

Section 1. In conformity with the legislation adopted by the General Convention of 1913, pursuant to which the Church Pension Fund was duly incorporated, and in conformity with the Canon of General Convention, "Of the Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of Olympia hereby accepts and acknowledges the Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America, and for their dependents, and declares its intention of supporting said fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint, annually, upon the opening of the Convention, a Committee of the Church Pension Fund to consist of two presbyters and two laymen, for a term of one year, and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said committee caused by resignation, death, or inability to act.

Section 3. The duties of said Committee shall be as follows:

- (a) To be informed of, and to inform the clergy and laity of this Diocese of the pension system created by the General Convention and committed by it to the Trustees of the Church Pension Fund in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their widows and minor orphan children in the event of death;
- (b) To receive reports from the Church Pension Fund, from time to time, on the status of the pension assessments payable to said Fund, under its rules and as required by Canon Law, by this Diocese and by the parishes, missions and other ecclesiastical organizations within this Diocese;
- (c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention;
- (d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the clergy of this Diocese may be assured of the fullest pension protection by said fund under its established Rules.

Section 4. It shall be the duty of this Diocese and of the parishes, missions and other ecclesiastical organizations therein, each through its treasurer or other proper official, to inform the Church Pension Fund of salaries and other compensation paid to clergymen by this Diocese, parishes, missions and other ecclesiastical organizations for services rendered, currently or in the past, prior to their becoming beneficiaries of said fund, and changes in such salaries and other compensation as they occur; and to pay promptly to the Church Pension Fund the pension assessments required thereon under the Canon of the General Convention and in accordance with the Rules of said Fund.

Section 5. It shall be the duty of every clergyman canonically resident in or serving in this Diocese to inform the Church Pension Fund promptly of such facts as dates of birth, of ordination or reception, of marriage, births of children, deaths, and changes in cures or salaries as may be necessary for its proper administration and to cooperate with said fund in such other way as may be necessary in order that said fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

CANON XX  
Convocations

- Section 1. For the purpose of promoting greater unity in the Diocese and the work of church extension within its borders, the Diocese adopts the system of Convocations.
- Section 2. The Diocesan Council, with the approval of the Bishop, shall divide the Diocese into Convocations, and whenever deemed advisable, change either or both the number and boundaries of the Convocations.
- Section 3. All clergymen resident within the Convocation and delegates and alternates to the Annual Diocesan Convention from parishes, missions and mission fields within the Convocation shall be voting members of such Convocation at all meetings thereof.
- Section 4. Each Convocation may enact by-laws for the conduct of its affairs, subject to the approval of the Ecclesiastical Authority.
- Section 5. Each Convocation shall hold its Annual Meeting not less than four weeks nor more than eight weeks prior to the Annual Diocesan Convention.
- Section 6. Election of Officers (to Convocations)
- (a) At its Annual Meeting in 1986 and each two years thereafter, each Convocation shall elect one clergy and one lay communicant member of Convocation as its officers, one to serve as President and the other to serve as Vice President. Newly elected officers shall take office at the Convocation meeting following the next Annual Meeting of the Diocesan Convention. The Convocation officers shall serve a term of two years, provided, however, that if at any time a Convocation Meeting is held there is for any reason a vacancy in one of said offices, the unexpired term of such vacated office shall be filled by an election to such office for the period of such unexpired term.
  - (b) The Convocation lay officers shall be deemed elected as delegates-at-large to Convention during their terms of office.
- Section 7. The President of Convocation shall:
- (a) Convene Convocation meetings;
  - (b) Preside at Convocation meetings, except that the Bishop, when present, shall be entitled to preside;
  - (c) Perform such other duties as the Bishop may assign.

CANON XXI  
Communicants

- Section 1. The members of the Church shall be all persons who have received the Sacrament of Holy Baptism in accordance with the Doctrine and Worship of the Church, which rite shall be performed by a minister or by a baptized person.
- Section 2. A Communicant of the Church is a baptized person who has been confirmed by a bishop of the Church, or of any Church in communion with the Church, or who, having been confirmed in a Church having apostolic succession and who has received Baptism and has been formally admitted to the Holy Communion as being ready and desirous to be confirmed.
- Section 3. A Communicant in good standing is a person who has been confirmed, as defined in Section 2 above, and who:
- (a) Makes his or her Communion at least three times a year, unless for good cause prevented;
  - (b) Is a recorded contributor to the support of the Church with money or with personal service.

Section 4. It is the duty of every Communicant moving from one Parish to another to apply for a certificate of his standing. This "Letter of Transfer" is exchanged between the rectors or ministers of the parishes or congregations involved and its receiptance must be formally acknowledged before the transfer is complete.

Section 5. It is the duty of the minister in any Cure, learning of the removal of any member of his parish or congregation to another Cure, without having secured a letter of transfer, to transmit to the minister of such Cure a letter of advice informing him thereof.

Section 6. No clergyman of this Diocese shall enter the name of any Communicant upon the Parish list, except those confirmed in his parish or mission, until such certificate as required in Sections 4 and 5 has been delivered to him, or a satisfactory reason given why the same has not been obtained. In this latter case, notice of such enrollment must be sent to the minister of the Cure from which the member has been removed.

#### CANON XXII

##### Commission on Church Architecture

Section 1. There shall be a commission of the Diocese to be known as the Commission on Church Architecture, which shall consist of the Bishop, together with two clergymen and two laymen to be appointed annually by him; and the Bishop shall have the power to add to this number.

Section 2. It shall be the duty of every Mission to lay before this Commission the plans of any new church, chapel, or other church building or of proposed changes in any existent church, chapel, or other church building, and no such building may be erected without the approval in writing of such Commission.

Section 3. It shall be the duty of every Parish, by its rector, wardens and vestrymen, to lay before this Commission the plans of any new church, chapel, or other parish building, or of proposed changes in any such existent building, for their counsel and advice, which counsel and advice shall be given in writing within one calendar month after the receipt of said plans.

#### CANON XXIII

##### The Commission on Ministry

Section 1. There shall be a Commission on Ministry consisting of ten members.

- (a) One member of the Commission shall be a member of the Standing Committee, who shall be appointed for a one-year term by the Bishop at the Annual Convention. Such member may be re-appointed;
- (b) Of the remaining nine members of the Commission, not less than three nor more than six shall be Clergy canonically resident in the Diocese and not less than three nor more than six shall be lay communicants in good standing in the Diocese. Except for the initial appointments provided by subparagraph (d) hereof, these members shall be appointed by the Bishop at the Annual Convention, subject to confirmation by the Convention for three-year terms. No such member may serve during more than two successive three-year terms to which he shall have been appointed;
- (c) If a vacancy occurs on the Commission, the Bishop shall fill the vacancy for the unexpired term;
- (d) The first membership of the Commission established by this Canon shall be as follows: As soon as possible after the Canon is adopted, the Bishop shall appoint three members for one year, three members for two years, and three members for three years. They shall not require Convention confirmation. He shall also appoint the member from the Standing Committee to serve during the first year. Thereafter, all appointments shall be made in the manner and for the terms specified in paragraphs (a) and (b) of this Section 1.



- Section 2. (a) The Commission on Ministry shall have the duties and responsibilities prescribed in Title III, Canon 1, of the Canons of the General Convention of the Episcopal Church. It shall assist the Bishop in matters pertaining to the enlistment and selection of persons for Ministry, in the guidance and pastoral care of Candidates for Holy Orders, of Deacons, Deaconesses, and Professional Church Workers, and in matters pertaining to the continuing education of the Ministry;
- (b) It shall interview Candidates and shall, upon assignment by the Bishop, conduct, evaluate, and report upon canonical examinations. The Commission shall report promptly in writing to the Bishop the results of all interviews and examinations conducted by it or for it, whether satisfactory or unsatisfactory, making separate reports upon each person examined. The Bishop shall transmit these reports to the Standing Committee who shall in no case recommend a person for admission as a Candidate for Holy Orders, or recommend a Candidate for Holy Orders for ordination to the Diaconate or Priesthood, until it shall have received and considered the report of the Commission on Ministry;
- (c) The Commission on Ministry shall have such other responsibilities as are placed upon it by the Canons of the General Convention, by the Canons of the Diocese, and as may be assigned to it by the Bishop.

Section 3. The Commission on Ministry may adopt rules for its work. Such rules shall be consistent with the Canons of the General Convention and of the Diocese, and shall be subject to the approval of the Bishop. These rules may include authorization for the appointment of committees of the Commission to act on its behalf. The Commission may co-opt persons, clerical and lay, who are not members of the Commission, for its committees or for special assignments, and the Commission may give such persons seat and voice, but not a vote, at meetings of the Commission.

Section 4. At the first meeting of the Commission following the Annual Convention, the Bishop shall appoint a Convener and the Commission shall elect a Secretary from among the members. The Secretary shall keep a record of Commission proceedings, which shall be open at all times to members of the Commission, and to the Bishop and Standing Committee. The Commission shall make an annual report of its actions and activities to the Diocesan Convention.

#### CANON XXIV The Commission on Personnel

- Section 1. There shall be a Commission on Personnel consisting of eight members appointed by the Bishop:
- (a) Three members of the Commission shall be clergy canonically resident in the Diocese and shall include at least one rector and one vicar;
- (b) Five members of the Commission shall be lay communicants in good standing in the Diocese;
- (c) Initially, four members shall be appointed for a one-year term and the remainder for two-year terms. Subsequently, all appointments shall be for a two-year term with one-half of the membership subject to annual appointment. No individual member may serve more than two successive terms;
- (d) The Chairman of the Commission shall be a lay person selected by the Bishop, and shall be empowered to fill vacancies on the Commission subject to confirmation by the Bishop.

- Section 2. The Commission shall be responsible for developing and recommending plans or action by the Bishop, Convention or Diocesan Council concerning the following:
- (a) Compensation and employment guidelines applying to clergy employed within the Diocese, including matters related to stipend, allowances and employment agreements as set forth in Canon XIII, Sections 3 and 4;
  - (b) Compensation and employment guidelines applying to lay employees of the Diocese.
- The Commission shall recommend to the Diocesan Council overall compensation changes that bear upon development of the proposed Diocesan Program and Budget for the following year. The Commission shall also report annually to Convention with its findings and recommendations concerning (a) and (b) above.
- Section 3. By resolution of Convention, the recommendations of the Commission may be adopted as either advisory guidelines or as policy applying to the Diocese and its parishes and missions.
- Section 4. The Commission shall make its services available on an advisory basis to any clergy, vestry or Bishop's Committee of the Diocese desiring its assistance and counsel. It shall also consult periodically with the Bishop as to its activities and on matters where the Bishop desires counsel of the Commission.
- Section 5. There shall be an annual report by this Commission to the Diocesan Convention.

CANON XXV  
Diocesan School of Theology

- Section 1. There shall be a Diocesan School of Theology, accountable to the Bishop, the purpose of which shall be to provide opportunities for:
- (a) Lay persons to expand their understanding of the faith and traditions of the Church;
  - (b) Training for diaconate;
  - (c) Training for specialized ministries;
  - (d) Continuing theological education.
- Section 2. There shall be a Dean of the School appointed by, and accountable to, the Bishop. The Dean shall be responsible for the management of the School and its program.
- Section 3. There shall be a board of Directors thereof consisting of ten members.
- (a) Six members shall be appointed by the Bishop for a three-year term (initially, two members shall be appointed for a one-year term, two for a two-year term, two for a three-year term). One of the members shall be designated annually by the Bishop as Chairman of the board.
  - (b) One member selected for a one-year term, by and from the faculty of the School, with the option of reappointment, one member selected for a one-year term by and from the student body of the School, with the option of reappointment, and one member selected from the Bishop's Commission on Education for a one-year term, with the option of reappointment.
  - (c) The Dean of the School of Theology.
- Section 4. The board shall be accountable to the Bishop. Its basic function shall be to:
- (a) Oversee, review and evaluate the program of the School and ensure that its purpose is being carried out;
  - (b) Provide support to the Dean and faculty;
  - (c) Provide to the Diocese at large information concerning the School and its programs;
  - (d) Study the trends and needs in alternative theological education in the Episcopal Church, and consult with and advise the Bishop, Commission on Ministry and other appropriate bodies regarding applicability in this Diocese.

CANON XXVI  
Presentment and Trial of a Presbyter or Deacon

- Section 1. Whenever any minister of this Diocese, not being a bishop thereof, shall become "liable to presentment and trial" under the provisions of any Canon of General or Diocesan Convention, the mode of proceeding in this Diocese shall be as hereinafter outlined.
- Section 2. The trial shall be on a presentment in writing, addressed to the bishop of the Diocese, specifying the offense or offenses of which the accused is alleged to be guilty, with reasonable certainty of the time, place and circumstances. Such presentment may be made by:
- (a) A majority of the Vestrymen of a Parish or by any five members of a mission, of which the accused is the minister;
  - (b) Three presbyters of the Diocese.
- Section 3. Whenever, from public inquiry or otherwise, the Bishop shall have reason to believe that any clergyman is under the imputation of having been guilty of any offense or misconduct for which he is liable to be tried, and that the interest of the Church requires an investigation, it shall be his duty to appoint a Court of Inquiry of five persons, of whom three at least shall be presbyters, to examine the case, a majority of whom may make such examination, and if there is, in judgment, sufficient ground for presentment, they shall present the clergyman accordingly.
- Section 4. Any minister of this Diocese against whom charges are made or evil reports are current, from public rumor or otherwise, may request the bishop in writing that Court of Inquiry be appointed in like manner to make investigation. No presentment may be made in any case on account of an offense committed more than three years previously.
- Section 5. A presentment being made, the bishop shall have the power to dismiss it wholly or in part if the facts charged do not in his judgment constitute an offense or if only a part of them do. When it is allowed in whole or in part, the Bishop shall cause a copy of it to be served on the accused, setting a date also in this notice when it shall come before the Ecclesiastical Court of the Diocese, at least thirty days later.
- Section 6. The Court shall consist of three presbyters and three laymen, nominated by the Bishop and elected annually by Convention. Vacancies on the Court may be filled by the remaining members. A majority of the members shall be sufficient for trial.
- Section 7. If a clergyman presented shall confess the truth of the facts alleged in the presentment, the Bishop shall pass sentence according to the provisions of the General Church Canons.
- Section 8. The accused shall have the right to challenge any member of the Court for good and sufficient causes, which causes are to be determined by the remaining members of the Court.
- Section 9. If a clergyman presented, after having had due notice, shall not appear before the Court for his trial, the Court may proceed as if he were present.
- Section 10. In trial, the Court shall hear such evidence as shall be produced, which shall be reduced to writing and signed by the witnesses respectively. The Court shall state its judgment to the Bishop as to the sentence to be pronounced, and he shall proceed accordingly.

CANON XXVII  
Questions of Procedure

The latest Revised Edition of Robert's Rules of Order shall determine questions of procedure not specifically provided for in these Canons.

CANON XXVIII  
Amendment or Repeal

These Canons may be amended or repealed or new ones enacted at any Annual Meeting of Convention by vote of a majority of each Order. Such changes, new Canons, or the repealing of a Canon now in effect shall first be submitted to the Committee on Canons as provided in Canon IV.

CANON XXIX  
Date of Taking Effect

These Canons, and all Canons or amendments hereafter enacted, unless otherwise ordered, shall take effect upon the adjournment of the meeting of Convention at which they are enacted; or immediately upon adoption if consent by unanimous vote of Convention is given.





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## REPORT OF THE BOARD OF DIRECTORS - 1985

During the year beginning with the ending of the 1984 Diocesan Convention and to the Convention of 1985, the Board of Directors met five times: in November 1984, and in January, March, May and September 1985. A record of the action is set out below arranged topically.

The Bishop announced that both Mr. Norton Clapp and Mr. William Wilton had agreed to serve a second term and were appointed. Mr. Ronald Cowan, the new Deputy for Administration was introduced and elected as Vice President for Administration. Mr. James Stanton was confirmed as auditor of the Diocesan books and accounts. (January 1985)

### Camps and Conferences

The Board designated the present dormitories at Huston Center in memory of Bishops Paddock, Barker and Keator. Future dormitories will be named in honor of Bishops Lewis and Cochrane. The chapel, when built, will honor the Reverend Walter C. Horn, founder of the Camp and benefactor. (November 1984)

The Board increased the current loan limit from the Building Loan Fund by \$10,000 in order to accomodate an unexpected \$9,000 architect's fee connected with plans for Curtis Lodge.

The Board authorized the allocation of ten percent of the annual income from the Horn Trust (up to the maximum of \$7,000) to be used on a discretionary basis for capital expenditures in accordance with the limitations set forth by the Property Committee of the Board without requiring recourse to the Board of Directors for approval. (March 1985)

### A Legal Question: Relationship to "Institutions."

In response to a request from Faith Home, Tacoma, for approval to approach the congregations of the Diocese for their capital funds drive on the basis that it is a "diocesan institution," the Board requested that the relationship of the Diocese of Olympia, Inc. to those institutions or properties listed as "Institutions of the Diocese" in the Clerical Directory be clarified by the Chancellor. This would include investigation of any liability on the part of the Diocese for such "institutions." (January 1985)

### Diocesan Investment Trust

In response to a resolution from the Southern Convocation requesting that the Directors explore the possibilities of improving the yield on the diocesan investments, the Board re-affirmed the purpose of the Diocesan Investment Fund as it was published in the most recent report. (March 1985)

The Investment and Trust Committee was requested to establish an approved terminology to be used throughout the Diocese when speaking of "endowment funds", investment funds, "restricted funds." (March 1985) The Committee circulated an approved terminology list in May, 1985.

## Report of the Board of Directors (cont'd)

### Loan Committee

The Board received a recommendation from the Loan Committee on the interest rates charged congregations borrowing from the Diocesan Loan Fund. Rather than lowering the interest rate, or to establish a fluctuating interest rate tied to the commercial rate, the Board approved subsidizing the Church of the Good Shepherd, Federal Way; the Church of the Good Shepherd, Vancouver; and All Saints, Vancouver, by the difference charged on their loans and the 12% interest rate currently being charged by the Diocese. The subsidy is to be taken from the earned income of the loan fund. (September 1985)

### The Development Officer

The Diocesan Council informed the Board of Directors that while it approved the proposal to hire a development officer for the Diocese, it regarded the funding of the officer and the program as a responsibility of the Board. (January 1985) In May the Board approved the hiring of a development officer at the earliest convenient date, and authorized the establishment of an endowment fund to finance the office and program. In September an endowment fund of \$800,000 and plans to raise the money were approved. The Investment and Trust Committee was requested to prepare a job description for the future officer.

### Property

The Board approved the purchase of property on Fourteenth Avenue South, Seattle, for the Church of St. James of Jerusalem for the amount of \$100,000. (November 1984), and it was announced that Mrs. Helen Taylor had offered to give St. David's, Seattle, a lot contiguous to its parish real estate if the congregation desired it. The congregation accepted the gift, and Mrs. Taylor was officially thanked. (January 1985)

The September meeting was marked by three property matters. Mr. Michael Malone, owner of the former deanery adjacent to the Diocesan House, proposed purchasing a twelve foot strip along the southern boundary of the diocesan property, and installing a separate iron grille/trellis fence with a gate closing the present common drive. This offer with attendant questions was referred back to the Property Committee and the Commission on Church Architecture for further study and recommendations.

The approval received through a telephone poll of both the Board of Directors, and the Standing Committee for the purchase of a 4.6 acre plot of improved real estate for a new mission congregation in Silverdale at the cost of \$160,000 was recorded in the minutes of the board.

In connection with the withdrawal of the Diocese from the Campus Christian Ministry Corporation at Western Washington University, the Board acted to continue its equity in the present buildings in Bellingham from January 1, 1985 to December 31, 1987, with payment of the equity in accordance with the procedures established by the CCM by-laws, to begin as of January 1, 1988.

Respectfully submitted, Paul E. Langpaap, Secretary

## COMMISSION ON MINISTRY - 1985

The Commission on Ministry's Function, by canon, is to assist the Bishop in determining the ministry needs of the Diocese, in the selection and guidance of Postulants and Candidates for Holy Orders, and in the placement and oversight of new Deacons and Priests.

Ministry needs of the Diocese - This year as in the past several years, our identification of ministry needs was facilitated by the insights of the Council of Archdeacons. With respect to strategy for meeting these needs, we believe that creative planning must focus increasingly upon the great resource of the lay ministry. This calls for programs of gifts and skills identification, and of education, training, validation and support for all ministries, lay and ordained. A ministries exploration process based in this belief was developed during the year by a Commission committee with several co-opted members. It is consistent in many respects with proposals and recommendations of the Task Force on Ministry report published in October, and will be considered further in conjunction with that report.

Selection and guidance of Postulants and Candidates for Holy Orders - the Bishop's Advisory Committee on Admission to Ministry (Bacam), a standing committee of the Commission, annually interviews persons applying for Postulancy and reports its findings and recommendations to the Bishop and to the Commission. Our recommendations to the Bishop on Postulancy applicants are based upon the Bacam reports and all other information submitted: Priest and Vestry evaluations, academic records, and medical and psychological evaluations. One person was admitted to Postulancy in the Convention year, Roger Wilkowski. One Postulancy was reactivated, that of Richard Schwartz. Both matriculated at CDSP in Fall 1985, as did Margaret Mills Erskine, Postulant since 1984. One Postulant, Kevin Allen, was admitted to Candidacy. Kevin is a student at the General Theological Seminary, taking his middler year at Ridley College, Cambridge, England. The name of another Candidate, who elected to leave this Church was removed from the list of Candidates.

The application process itself received extended attention. The Diocese's Manual on Preparation for the Ordained Ministry will be revised as soon as necessary data are available, e.g. the ministry Canon adopted by the 1985 General Convention, and when decisions are made about recommendations of the Task Force on Ministry. Commission interviewing practices were examined and evaluated in consultation with Mrs. Betsy Greenman of the Bishop's program staff, and future interviews will reflect insights gained from the consultation.

Placement and oversight of new Deacons and Priests - Three persons were ordained to the Diaconate, Robert Blessing, Joann Zwart Leach and Richard Matters, and five to the Priesthood, Clark Berge, Randal Gardner, William Harper, Michael Jarvis, and Elizabeth Zarelli. Placement of new Ordinands is a continuing dilemma. Their prospective availability is made known in this Diocese. If no firm commitment in Olympia can be made to them, and if they wish, the Bishop also releases them to seek employment elsewhere. With the termination of the Diocese's funding contribution to stipendiary Residencies in the Clergy Residency Program, employment opportunities here are diminishing in number. Two of the three Deacons ordained in 1985 have appointments in other diocese, as have two of the five Priests. One of the latter is now canonically resident in the diocese where she works.



## Commission on Ministry Report (cont'd)

The clergy Residency Program is still fully in being, despite the withdrawal of budget support for stipends. Experience has amply demonstrated its value in the Ordinand's transition from education and training for ministry to the practice of ministry. Participation in the program is therefore required of all Olympia Ordinands, stipendiary or non-stipendiary, with modifications as necessary for those working outside the Diocese, and of Ordinands from other diocese beginning their ministries here.

Submitted, Donald G. Brown

## THE COMMISSION ON DIOCESAN CONGREGATIONS: 1985 REPORT

During the year the Commission on Diocesan Congregations, meeting in the Diocesan House, conducted several meetings: one in December 1984, and in January, March, May, June, September and October 1985. The following is a record of the major work of the Commission arranged topically.

### The Membership of the Commission

Mrs. Phyliss Gill was appointed to a three year term representing the Pierce County Archdeaconry; Mr. "Pete" Garratt and the Reverend John Gibbs, and the Reverend Stephen Garratt were all re-appointed for a second three year term. The Reverend Timothy Nakayama was appointed in March 1985 to represent both the Asiamerica and Hispanic Ministries.

### Goals and Objectives 1986

The commission approved the "1986 Priorities Block A and Block B" as prepared by the Archdeacon and approved by the Council of Archdeacons.

### Grants to Congregations

The Commission set the criteria and process by which it would review grant requests from Parish congregations for the reduction of 1985 diocesan assessment as authorized by the 1984 Convention (December 1984), and sent to the Bishop recommendations (March 1985) for specific grants to five parishes for a total of \$30,900.00. An additional \$2,600. not used by a mission congregation was reserved for a future request for a parish which had not been approved for a grant.

\$307,569.00 was allocated for grants to mission congregations. In order to accommodate the grants in excess of \$299,000. the Commission transferred \$6,569. from New Work and \$2,000. from Research and Development.

In connection with grants to mission congregations, it was recommended that Archangel II used in the San Juan Islands be sold. Later in the year, at the request of the vicar, the sale was delayed until the Fall.

### The Policy Manual

The process of revision, an ever constant process, was carried on through the year until the final revision was approved in March 1985.

## The Commission on Diocesan Congregations Report (cont'd)

### Relationship of Archdeaconries to Convocations

The Diocesan Council ordered a review of the possible realignment of the archdeaconries with the existing convocations. After several false starts the chairman of the Task Force and the Archdeacon, reviewing the matter, determined that any realignment would either require the realignment of convocations which was politically sensitive, or require the addition of other archdeaconries which would increase the staff and budget. It was agreed that realignment at this time was not feasible.

### Mission Extension Committees

The Kitsap County Mission Extension Committee reported (December 1984) that Silverdale had been selected as the most promising area for the development of a new congregation. The Reverend David Heaney and two representatives from St. Barnabas, Bainbridge Island were added to the Committee. (May 1985) St. Paul's, Bremerton requested that further development be postponed until that congregation could determine the area to which it intended moving. By action of a parish meeting (June 1985) the congregation determined to remain at its present site and develop an urban ministry. In September it was announced that the Diocese had purchased improved real estate (4.6 acres) with a house (2000 sq.ft.), a three car garage, and a barn for \$160,000 in Silverdale close by the new shopping center.

The Clark County Mission Extension Committee reported (June 1985) that several contacts to buy real estate were unsuccessful. It was reported that the Commission should expect to pay about \$1000,000 for five acres of land.

### The Twin Harbor Mission Program

On several occasions Archdeacon Christie reported that the congregation of Elma, Montesano, South Bend, and Westport had met at St. Andrew's, Aberdeen to discuss the future of the individual, very small congregations and to examine new ways for mission including consideration of Title III clergy. By year end no significant progress has been made and the congregations continue to have supply clergy.

A proposal to rent the parish house facilities of St. Mark's, Montesano was sent to the Commission (June) and in discussing the question, the Commission determined that more than mere finances was involved. The major concern is the fact that the members of the congregation appear not to want to be involved with the concerns of the mission. The Commission recommended certain cautions, and approved the renting of the facilities. The proposal was withdrawn. (September).

### Hispanic Work

Upon the initiative of the Reverend Timothy Nakayama, the Reverend Eugene Wolfe, and the Reverend Robert Carver, an initial meeting of persons interested in Hispanic work was held and a request for a grant was made to the national headquarters to underwrite the costs of survey work. The Reverend Gary John Young was present at the May meeting and spoke with the Commission about the Province VIII developments. In June a subcommittee on Hispanic ministry was formed, and the issue of the Church's position in ministering to illegal aliens was discussed.

## The Commission on Diocesan Congregations Report (cont'd)

### New Congregations

The Archdeacon, representing the Bishop, invited the Cambodian Congregation at St. Matthew's, Brown's Point, Tacoma to consider becoming an independent congregation of the Diocese. (May 1985) The congregation petitioned the Bishop for acceptance as a separate congregation (reported June 1985). The Bishop accepted the congregation as a Developing Congregation, appointed a Bishop's Committee, named Mr. Moenug Mom as lay pastor and the Right Reverend David Cochran as Vicar. The congregation selected The Holy Family of Jesus as its congregational name.

On October 6th, Archdeacon Barrie Winn conducted an organizational meeting of the congregation at Silverdale. A Bishop's Committee and Wardens were nominated to the Bishop, and \$42,000 was pledged toward 1986 support and building expenses. The Bishop, upon recommendation of the congregation, named the congregation St. Antony of Egypt.

Representatives from both new congregations were introduced to the Convention.

### Clergy Changes and appointments

During the year, the Reverend Robert Bethea was appointed Vicar of St. Francis, Mill Creek. (March 1985) The Reverend Paul Yip accepted the position as Vicar of St. James of Jerusalem, Seattle. (March 1985) The Reverend Edwin Hitchcock resigned from Darrington, and the Reverend Charles Hunter was appointed as supply priest at Transfiguration, Darrington. The Reverend Colin Campbell resigned as Vicar of St. Aidan's, Camano Island. (June 1985) The Reverend Stephen Wendfeldt was appointed as part-time Vicar of St. Antony's of Egypt (October 1985). The Reverend Clinton Raymond resigned as Vicar of St. Phillip's, Marysville.

### The Grant Reduction Principle

This subject, raised by the Archdeacon of the Diocese in the light of several financial restrictions to be imposed in 1986 and 1987, was discussed at several of the Commission meetings. While the commission members saw the need for some process in the light of the financial forecast, it was felt that a diocesan-wide application of such a reduction process should be tempered by local conditions and not applied equally over the Diocese. The Commission (September 1985) reaffirmed the principle as set forth in the Manual for Congregations and recommended that the Archdeacon meet with the Vicars to share his concerns and to ask for their cooperation in reducing grant askings in order to provide for new work since this item had been struck from the budget for 1986.

## Commission on Diocesan Congregations Report (cont'd)

### Paradigmatic Change

This subject introduced by Archdeacon Winn (March 1985) was discussed at several meetings. Not able to come to any particular conclusion in May, the subject was carried over to June and in June plans were developed to concentrate on the question in October. Under the direction of the Reverend William Sell-Lee, the implications of paradigmatic change were more deeply discussed. No specific set of goals or conclusions resulted from the discussions. It is expected that all procedures and policies will be unconsciously subject to the impact of paradigmatic change as the work of the Commission continues.

### Terms Ending

Members whose terms end with the Convention of 1985 are: Commander Mark Williamson; Mr. Millard Hahn; The Reverend Marianne Bogel; Mrs. Jackie White; and Mrs. Jean Perry who was filling out the unexpired term of the Reverend Patricia Taylor.

Respectfully submitted, Paul E. Langpaap

### LITURGY AND MUSIC REPORT - 1985

The year 1985 was an active one for our commission. We centered much of our attention on the purchase and introduction of "The Hymnal 1982".

Vera Pierson continued to keep "The Shop" an outlet for the materials needed by liturgists and musicians active in coordination with the commission. The work done this year included ordering thousands of copies of the new hymnal as a group for the churches of the Diocese. These books have been delivered at substantial savings to our parishes and missions.

We conducted day long workshops on the new hymnal in Bainbridge Island, Longview, Mount Vernon, Medina and Tacoma. These workshops were well attended and we hope useful to the people of the Diocese. We made enough money over expenses that we were able to send two priests and musicians to the annual conference of The Association of Diocesan Liturgy and Music Commissions. The input received at these meetings has been useful in keeping our Diocese abreast of changes.

We were also able to assist one former member of the commission, Corrine Berg in her participation in the International Conference on Hymnody.

We assisted with the planning and celebration of the Eucharist for the Diocesan Convention in November.

We have made a \$500 grant to St. Joseph - St. John Church in Steilacoom to assist them in bringing Father Louis Wiel of Nashotah House here for a conference on parish liturgy in April of 1986.

We are looking forward to a new year of service with special emphasis on the hymnal and the implementation of the changes made at the latest Triennial Convention.

For the Commission, Donald J. Maddux.

## ECUMENICAL COMMISSION REPORT

"The purpose of the Bishop's Commission on Ecumenism of the Diocese of Olympia is to pursue and promote Christian unity through advocacy, action and education."

In June, 1984 (revised in October 1984) the Ecumenical Commission adopted the following goals for 1985.

- I. To re-structure and solidify the Ecumenical Commission as a working unit of the diocese.
- II. Communication enhancement through : a) monthly items in the Olympia Churchman; b) a system of convocation/parish ecumenical representatives.
- III. Appoint observer or guest member of the Commission from other church bodies.
- IV. Continue to study and promote the Baptism, Eucharist and Ministry (BEM) documents:
  - a) participate in the ecumenical response to the Faith and Order Commission of WCC through WAC.
  - b) develop, promote and assist in a parish education process for study of Baptism, Eucharist and Ministry document.
- V. Continue dialogue with Roman Catholics and Lutherans and begin a new dialogue with Disciples of Christ.
- VI. Develop a covenant relationship with Lutherans and others.
- VII. Promote effective application of the Lund principle through:
  - a) workshop with Council and Commission Chairmen;
  - b) convocation representation;
  - c) instruction at the parish level.

Re-structuring of the Ecumenical Commission was accomplished in 1985. The purpose of the project is to define the basic function of the commission chairperson and the Ecumenical Officer, specific responsibilities of each and their relationship to each other. A suggested membership composition of the Commission is a minimum of nine, including the chairperson but not the Ecumenical Officer and that it be a mix of lay and clergy, geographically representative.

Communication via the Olympia Churchman to local congregations was increased. Two convocational representatives were appointed.

Completion of the Baptism, Eucharist and Ministry study report to the National Church and with the Washington Association of Churches was accomplished. Several congregations used the BEM document for adult study during the year.



#### Ecumenical Commission Report (cont'd)

Although dialogues with Lutherans and other bodies did not develop as expected our work with the Roman Catholics continued and was expanded. The Commission sponsored, along with the Commission for Ecumenism and Interreligious Affairs (EIA) of the Archdiocese of Seattle and especially with the support and encouragement of our Bishop and the Archbishop of Seattle (RC), a general gathering of all clergy from both communions in April, 1985. The event was held at St. Margaret's Episcopal Church in Bellevue. The purpose of the gathering was to help neighboring clergy of each communion to become better acquainted, share some of the joint Roman Catholic/Episcopal programs and projects being done in Western Washington and to give more visibility to the Covenant between the Diocese of Olympia and the Archdiocese of Seattle and its implication for all Episcopalians and Roman Catholics. An integral part of the program was talks given by Bishop Cochrane and Archbishop Hunthausen describing their support and hopes for the relationship to engender in the Covenant.

In June 1985 the people of this Diocese and the Archdiocese of Seattle joined with the Bishop and Archbishop to renew the Covenant.

The Commission continued to urge the application of the Lund Principle both within the diocese and with other church bodies.

Conferences: Several members of the Commission took part in the Ecumenical Dialogue workshop held in February in Seattle. Five people attended the WAC Biennial Assembly in Ellensburg in early May at which time the Lima Liturgy was used in the celebration of the Eucharist. Archbishop Hunthausen and the Bishop of Yakima (RC) took part in the liturgy of the Word but we were all saddened that they and other Roman Catholics present were unable to join us at the Communion Table.

Two people attended the National Workshop on Christian Unity and Episcopal Diocesan Ecumenical Officers (E.D.E.O.) annual meeting in San Antonio, Texas, in late May.

Representatives from this diocese to other ecumenical bodies include three to the Board of Washington Association of Churches and one to the governing board of National Council of Churches (NCCC).

In September, at General Convention the national church gave the Standing Commission on Ecumenical Relations (SCER) permission to develop a plan for a three year emphasis on ecumenism. A resolution to diocesan convention concerning our participation in the plan was not considered. However, the Commission is ready to help the Diocese participate if it so chooses within the next three years.

Ecumenical Commission Report (cont'd)

The following goals were adopted by the Commission for 1986 (to be revised):

- I. Continue communication enhancement through :a) items in the Olympia Churchman including calendar items concerning workshops, seminars, events which are sponsored by other groups.
- II. Continue to promote the study at the parish level of the Lima document, Baptism, Eucharist and Ministry using one of the available study guides or the curriculum developed by the diocesan education department. Encourage ecumenical study as well as internal congregational study.
- III. Continue dialogues with the Roman Catholics and Lutherans and continue efforts to start new dialogues especially with the Disciples of Christ. Be open to ways of maintaining communication with other church bodies.
- IV. Urge and encourage Episcopal parishes to develop and enter into covenant relationships with their neighbors of other communions.
- V. Continue to promote the theory and intent of the Lund Principle through education and demonstration at all levels and in all areas of the Church and its work.

Respectfully submitted, Judith Yeakel

HUNGER COMMISSION REPORT - 1985

The highlight of the Hunger Commission's work in 1985 was being given the opportunity to coordinate the hunger exhibit at General Convention in Anaheim. This involved recruiting materials nationwide for distribution, coordinating volunteers to staff the booth, and negotiating the maze of Convention Center permits, licenses and fees. Thousands of pieces of information were given away and several people shared their hunger program's successes. The artistic backdrop created for the exhibit is available for parish hunger programs in this Diocese.

The Hunger Commission met most of its primary goals for the year to be an education resource for the Diocese, a liaison with ecumenical organizations and a source of matching grants to congregations involved in hunger response programs.

As an education resource, we published and distributed printed materials through established parish contacts, (including the Hunger Commission newsletter "Breadline") concerning the work of the Commission, local and national Episcopal hunger response, ecumenical programs/organizations and national and international hunger issues. The Hunger Commission slide show was shown to several parishes within the Diocese and Commission members have been active witnesses to this ministry in their own parishes. In November, we co-sponsored a meeting with Ms. Nancy Deppen, coordinator of the Episcopal Public Policy Network, staffed the hunger booth at the Diocesan Convention, and sent a representative to the Provincial Hunger meeting in Sacramento to learn about the church's role in development.

## Hunger Commission Report (cont'd)

Next year, in accordance with a resolution passed at General Convention, we look forward to sponsoring a Diocesan-wide conference on development. We will be aided in this by our National Church Hunger Office and by ecumenical agencies such as the Washington Association of Churches, the Church Council of Greater Seattle and the Interfaith Network for Economic Justice. In addition, we hope to meet on a regional basis with our parish hunger contacts to understand the specific concerns and needs that they may have in their own areas.

Next year, matching grants to parish hunger programs (as well as grants in all Block I areas of concern) will be reviewed by the Commission on Human Needs. The chairperson, or another member, of the Hunger Commission will sit on that committee. The Hunger Commission also hopes to continue its involvement with the education aspect of its ministry, and to be aided in this not only by our own Education Department and the National Hunger Committee, but also by the many fine ecumenical education and service organizations that are active in our Diocese.

Cheryl Larsen, Chairperson Hunger Commission

## INSURANCE AND RISK MANAGEMENT COMMITTEE REPORT - 1985

The Committee looked at an offer for lower premium cost for the medical and health coverage. The proposal was rejected as not providing enough information to make a proper decision. If the proposer submits the information requested the committee will again compare the information against the existing program. At this time no new information has been given to the committee.

The Committee looked into the cost of increasing the Diocese umbrella coverage. The cost was considered too high for the exposure and it was decided to stay with the present limit.

The committee feels fortunate to have the Church Insurance Company as our primary carrier. Most Insurance Companies are either raising their costs greatly or not writing coverages at all. The cost of our insurance is well below the average cost with excellent coverages afforded under the present plan.

Dean Saffle, Chairman Insurance & Risk Management Committee.

## COMMISSION ON CHURCH ARCHITECTURE

The membership of the Commission includes: The Reverend Messrs. Paul E. Langpaap, Chairman, Ralph Stewart, Walter Truitt, the Messrs. Michael Chang, Austin Grant, Peter Hallock, Robert Melim, James Perry, Gary Tisdale, and Lawrence Waldron.

During the year the commission met in March, April, May and October. The following business was transacted at these meetings.

1. A review of the plans proposed for the Church School units for Church of the Holy Cross, Redmond. The plans were approved at the April meeting.
2. A review and approval of the proposed plans remodelling Benson Hall, Emmanuel Church, Orcas Island.
3. A review (in March) of the proposed plans for the projected extension of the Parish Hall to include Church School and Nursery rooms for St. Paul's, Mount Vernon.
4. Consulted with representatives of St. Catherine's, Enumclaw on the procedure to be considered before building a church, and reviewed (in May) the congregation's suggestions for the next steps toward construction.
5. Reviewed the proposed sketches for St. James of Jerusalem. The Commission recommended that further development be postponed until additional property can be acquired or it can be determined whether the present real estate meets the city code requirements for off street parking.
6. Reviewed and approved in October the proposed remodelling of a three car garage into a temporary chapel for the new Episcopal Mission at Silverdale.
7. Reviewed and in October approved the sketches and plans for the small steeple to be added to St. George's, Maple Valley to house a bell.
8. In October reviewed the proposal of Mr. Michael Malone to purchase a twelve foot strip of land belonging to the Diocese along the south border of the property, and to study proposed plans for a wrought iron grille with gates separating the properties from the present drive to Tenth Avenue East, and a garden trellis from the driveway to the western boundary.

The Commission concluded that the sale of the twelve feet would have a negative effect on any future sale of the Diocesan House. It further believed that since the original layout of the two buildings (the Diocesan House and the Malone's home) were planned as a unit, some other alternative to the grille-trellis separation be considered.

Paul E. Langpaap, Chairman Architecture Commission

## CATHEDRAL CHAPTER REPORT- 1985

The Cathedral Chapter during 1985 continued its support and oversight of the TV Eucharist which is being aired on KING television and has a conservatively estimated audience of 80,000 persons on Sunday mornings. During this year, Father Curtis Zimmerman stepped down as Associate Program Director and was succeeded by Father Michael Jackson, who at the year's end became the Program Director with Dean Emeritus John Leffler, now serving as his consultant. The Diocesan support for this program remains constant.

The Joint Design Committee of the Chapter and the Vestry of St. Mark's had applied for a grant from the Commission For the Humanities. This grant was to help underwrite a development plan for the Cathedral's architecture. We learned at mid-year that the grant had not been made due to a reduction of funds and other considerations. The committee will continue to work for the development of the plan.

The Program Committee decided to move its Diocesan Festival from the usual fall into the first month of 1986 in order to adjust to the publication date of the new Hymnal 1982. The committee had hoped this could be done in October but as the publication date was further delayed, the festival was rescheduled for January 19th, 1986, when Raymond Glover the editor, Arthur Rhea and David Hurd, who with our Bishop served as members of the commission, would be present to present the new hymnal. The Chapter also wished to honor our Bishop on his 10th Anniversary at this time.

The Cathedral Day was held on May 4th under the able leadership of Betsy Greenman. This year's theme was "family: Korean Peoples and the church". Once again, children from around the Diocese came to the Cathedral to enjoy one another, to learn about outreach of the Church around the world and to be with their Bishop, who obviously enjoys their good company.

The chapter learned from the Cathedral Administrator, Canon Del McNutt, that substantial repairs were being made to the roof of the Cathedral Chapel and that other major repair items would be coming up in the years to come.

During the course of the year, the Chapter regretfully accepted the resignation of Father Clinton Raymond, its very able chair of the Program Committee for two terms, who had accepted a call to serve the Church in the Diocese of New Westminster, Canada.

This was a good year for the Cathedral Chapter in service of the people of the Diocese.

Peace and Blessing, Cabell Tennis, Dean

## THE DIOCESAN ALTAR GUILD - 1985

The Diocesan Altar Guild is a working group of some 22 regular members who come from many churches throughout the diocese. We meet year-round every Tuesday from 9:30 am to 2:30 pm. We design, construct, mend, and restore vestments and hangings. We take orders to complete sets or one piece. What we prefer to do is to teach members of congregations to make their own and encourage them to add to their church vestments. We have patterns, designs, stock fabrics and trimmings; also linen and patterns for white goods. Members of all denominations come to us for help. We invite anyone to join us and welcome new members. We are glad to answer questions. Call us at 325-4200 or visit us on any Tuesday.



## COMMISSION ON AGING

Enthusiasm continued on this commission in 1985 for communication with people in the congregations to encourage older members' participation in all phases of worship and parish life. This led to one of our main efforts of year, the conference/workshop held April 20, 1985 at Bloedel Hall. The committee in charge, Betty Mar, Father Bert Ainsley, Peggy Hill assisted by others from the commission, prepared and presented an inspirational and informative day of speakers and workshops. The keynote speaker was Doris Weaver. Our target group for participation was people from the parish level who would then take back expertise and information to make May 5, "Age in Action Sunday", meaningful and more useful in involving older people in the life of the church.

Budget discussions consumed some of our meeting time, newsletter preparations and plans also continued on our agenda from month to month. Plans continue to maintain this effort, and new leadership of that subcommittee hopes to work on this line of communication in 1986.

We regularly discussed our Commission on Aging banner, and by November at Diocesan Convention time Peggy Hill had completed it. We displayed the banner at the table we used in Bloedel Hall at the Convention.

Charlotte Ellis came to the September commission meeting and presented information to our commission about participation in mini-conferences connected to the Pastoral Care Commission's Care Giver's series.

The commission added several books to the Diocesan Resource Center, including Winter Grace, and the new ESMA book on aging resources as well as the resource book on Episcopal housing available.

Hopes are high for renewed vigor and activity on this commission in the coming year.

Ethel Hadley, Chairperson

## WASHINGTON ASSOCIATION OF CHURCHES- 1985

St. Thomas Aquinas said the greatest sin against the Holy Spirit is the denial of the Holy Spirit in others.

The Washington Association of Churches was created by its member denominations ten years ago to help them discover the presence and gifts of God in one another and to manifest and celebrate their unity in the Body of Christ.

Every other year the Association gathers in Assembly to review its ministry, to develop its priorities for the ensuing two years, and to celebrate life together in the Christian community. The 1985 Assembly was made memorable by its worship and the ecumenical eucharistic service planned by Diocesan Clergy Clinton Raymond and Ralph Stewart. By action of the Assembly, the ecumenical body's program in 1985-87 will be developed in seven areas: ecumenical dialogue, economic justice (including hunger response), refugee ministry and ministry with the undocumented, legislative advocacy, peacemaking, domestic and family violence, and media violence.

## Washington Association of Churches (cont'd)

Refugee ministry continues to be a major thrust of Association programming. The Resettlement and Job Program concluded ten years of "welcoming strangers" to our state and at the same time accepted the resignation of Father John Huston who had served as the program's director since its beginning. The program continues to be a top regional resettlement center for Church World Service with 553 refugees resettled in 1984 and 263 in the first six months of 1985. The ministry is managed out of offices in Spokane and Seattle. Col. Leroy Collins represents the Diocese on the program board.

Another initiative in refugee ministry is the Salvadoran/Guatemalan Refugee Program. It seeks to provide hospitality to Central American refugees who have fled the civil strife of their homelands and have arrived here as undocumented persons. The program develops a range of social services for these persons and draws upon the resources of many community agencies for such specialized needs and medical or dental care and counseling. Over 100 attorneys provide pro bono representation for Central American refugees before the Immigration and Naturalization Service court. This latter program component is enhanced by a grant from the Presiding Bishop's Fund. Richard and Polly Hubbell represent the Diocese on the Program Board.

The concern for ecumenical dialogue continues to be at the heart of the Association's life. This was evident in 1985 with the Seattle and Spokane conferences on Baptism, Eucharist and Ministry with Paulist Priest Thomas Stransky as the speaker. Fr. Stransky, internationally known Roman Catholic ecumenist, served with Cardinal Augustin Bea in the Vatican's Secretariat for Promoting Christian Unity.

Networking around critical issues of social justice and peacemaking was an initiative of the Association over the past twelve months. Two conferences drew almost 250 persons from around Washington to build and strengthen networks on such issues as South Africa, Pledge of Resistance, death penalty, nuclear waste disposal, disarmament, immigration law reform and Native American concerns.

Hunger interests have been a continuing programmatic focus for the Association with resource development for parishes, the maintenance of a thousand-person hunger network, sponsorship of the Washington Wheat Campaign, and management of the food bank buying cooperative - a \$1.2 million per year operation.

Other programs during the past year have included legislative advocacy, nursing home ministry, the preparation of an ecumenical prayer cycle and participation in the planning for a variety of ecumenical events from the visit by Reverend Arie Brouwer, new General Secretary of the National Council of Churches to a state conference on homelessness.

Diocesan delegates to the Washington Association of Churches Board of Directors have been Bishop Robert Cochrane, Reverend Jackie Dickson, Ms. Alycia Kojima, Ms. Margaret Burt and Reverend Clinton Raymond. Ms. Connie Lyle succeeded Clinton Raymond in November.

## ANNIE WRIGHT SCHOOL REPORT

The Annie Wright School began the 1985-86 school year with enthusiasm, financial well-being, and continued high expectations for both our students and staff. Enrollment is up, the Pacific Northwest Association of Independent Schools evaluation of the School last spring was, on the whole, very positive, the Centennial Capital Campaign has enjoyed remarkable success, and several new and well qualified people have joined our faculty and staff. Headmaster Robert Klarsch began his third year with confidence and the support of the Board of Directors and of the entire Annie Wright community.

The School began the academic year with 326 students, a slight increase over last years 319. The Lower School has 198 students, 77 of whom are boys. The Upper School has grown to 128, with 70 day students from numerous South Sound communities and 58 resident students from cities throughout Washington, ten U.S. states and eight foreign countries. The AWS Admissions office is pleased with the quality of student the School attracted this year and most particularly with those who enrolled. Those who were admitted are considered to be appropriate to the School, able to meet the academic requirements and to add to the richness of the extra curricular program as well.

Students in our 1985 graduating class were accepted at a variety of competitive colleges and universities, and, for the fifth consecutive year, all of our graduates have gone on to college. Dartmouth College and Whitman College each accepted an AWS student as Early Decision Candidates. Other colleges our 1985 graduates are now attending include Barnard College, Bowdoin College, Brown University, Cambridge University, Colorado College, Georgetown University, the University of Alaska, the University of Puget Sound and the University of Washington. This year's seniors began to discuss college admissions in September and the School has hosted numerous representatives from colleges and universities around the country. College selection and application counseling, interviews, campus visits and completing college applications are very much a part of every senior's day at the School.

The Centennial Capital Campaign, which began in October 1983 has raised over \$4 million dollars in contributions and pledges from alumnae, friends and local and national foundations. The Campaign will end on December 31, 1985. A large percentage of the monies raised has been earmarked for endowment for scholarships and campus improvements. The \$2.25 million pledged by the Kemper Foundation of Kansas City in October of 1983 for the Enid Jackson Kemper Center for Athletics and Performing Arts enabled the school to begin construction of this exciting and important new facility in July. The Center is expected to be completed in August of 1986, in time for the opening of our next academic year.

## Annie Wright School Report (cont'd)

Several key staff members joined the Annie Wright School this year, among them the Rev. Clark Berge, as School Chaplain, and Ken Farshtey, as Athletic Director and Middle School coordinator. Father Berge joined the staff in late September following his ordination to the Episcopal priesthood. He attended General Theological Seminary in New York City and during his years there helped develop several social outreach programs. Father Berge will work at the School on a part-time basis, both as chaplain and resident department assistant. He will also serve as assistant pastor at Christ Church in Tacoma. Working with the Religious Life Committee at the School, he hopes to establish a community outreach program for AWS students at all levels and to strengthen and enrich the spiritual dimension at Annie Wright. The Religious Life Committee likens the religious life at AWS to a tripod, balanced and defined by its three legs: the affirmation and spiritual nurturance of the whole person through worship, the examination of faith in daily interaction in classes and community activities, and the expression of belief and love.

Mr. Farshtey is working to further develop the athletic program at the School and to address the issue of establishing a middle school for our sixth, seventh and eighth graders. Having taught and coached several sports in private schools since 1973, he brings to Annie Wright invaluable experience in athletics and residential school programs. This fall the AWS Cross Country team, the largest in its league, won the Sea-Tac League championship and sent seven girls to the State meet in Spokane in November, the first time AWS has ever competed in an athletic event on the State level. Another first was the competitive soccer program for Lower School students which was offered during the first trimester. Over 70 students participated on four AWS teams.

The AWS Parents Association remains an active and important organization at the School. In addition to various events which develop the School's strong feeling of community, the Association has also organized several events which have raised vital funds for the School. In November, the third annual Crab Feed and Auction brought in nearly \$8,000 and plans are being completed for another successful Christmas Bazaar.

The efforts of the Parents Association are complimented by our active, generous, hard-working Board of Directors. Its members give significantly for the good of the School. This year we are pleased to welcome five new members: Diane Bennion, Dr. Daniel Cook, Gary Habedank, Panayotis Kounantaras and Karol Swenson. Thanks to the prudent management by our Board, the School has balanced its operation budget for the tenth consecutive year despite essential expenditures for significant renovations to the existing plant. Among the improvements are four attractive apartments which were created in the residence department to house faculty couples and residence staff.

The Annie Wright School continues to be committed to offering its various communities an alternative of independent education and to serving as a school which sets a standard of excellence. It looks forward to an increased enrollment, especially in its Upper School residence department and in its enrollment of boys in the Lower School. With the support of its friends, alumnae, parents, faculty and staff, it looks forward to another successful, rewarding year.



## THE CHARLES WRIGHT ACADEMY

### COMMUNITY SERVICE PROGRAM

Students of all ages volunteered for various service projects in the successful first year of Charles Wright's Community Service Program. Assisting at the veterans hospital, visiting Asian refugees and spending the annual Tussock Moth Day cleaning up area day-care centers and city parks were just a few of the ways 130 Upper and Middle School students contributed. Independent service projects in the Lower School included a First Grade jump-rope derby to benefit the Mary Bridge Childrens Hospital and a Second Grade fun run to help local food banks.

### DISTINGUISHED ALUMNI AWARD

Broughton Coburn '69 became the second recipient of OWA's Distinguished Alumni Award for his broad-based work in Nepal. Brot served as an educator and energy consultant and worked to establish a national park on the Nepal-Tibet border.

### TEAM

Fifty-six junior high students from Tacoma schools met one-on-one with local junior high teachers and Charles Wright's Jack Erskine, Gill LeFrancois and Bob Mortenson in the fourth successful year of the Tarrier Enrichment and Motivation Program (TEAM), a free summer program sponsored by the Weyerhaeuser Company Foundation. Small classes of five to ten helped students with high potential develop skills in math, English, sports and activities ranging from improvisational drama to woodworking to computer programming. TEAM Director Mortenen said, "In our first four years we've helped many kids to a better chance at succeeding in their education."

### UPPER SCHOOL

Cooperation and creativity marked the Upper School's activities as students and faculty teamed up to review Upper School programs and the Charles Wright Players presented in March Joseph Heller's anti-war play, "Catch 22." Ninth Graders put their rocking chairs to good use in a "Rock-a-thon" to benefit the Nativity House, and many other students served as teaching aides in the Lower School and cooked lunch for the youngsters on Senior Skip Day. Accompanied by pianist Walt Wagner, the entire Class of '85 crossed the Charles Wright Bridge to pursue the challenges of college. Congratulations!

### MIDDLE SCHOOL

The Middle School had an eventful year as co-host with the Annie Wright School of the PNAIS Middle School conference this winter and as victorious host of the Rainier Valley League Knowledge Bowl. The middle grades also developed their answer to Winterim with a "Middle School Week" of various out of the ordinary activities and delighted audiences with the musical "Coming of Age", a lighthearted look at the trials of being 13.

### LOWER SCHOOL

In September Lower School students and teachers, joined by the entire OWA community, celebrated the reopening of the renovated Rec Shed (renamed the SUM - Sports and Utilities Building). Gymnasts from grades K through 6 starred in the celebration. The new SUB will provide ample space for many CAW activities, including assemblies. Upper Elementary students showed responsibility and spirit in tutoring their Primary grade schoolmates, and all of the youngsters enjoyed the visits of the Magical Strings group and other entertainers.

Excerpt from, "Charles Wright Academy Annual Report 1984-85."



## ANNUAL REPORT OF THE ARCHIVIST

In the year just passed the Diocesan Archivist has had 2 formal requests for use by researchers and has answered 38 requests for information in addition to the routine requests for information from the staff at Diocesan House. In keeping with the tradition of Bishop Bayne that Diocesan House would always be open to the public to see and enjoy, fourteen tours of the house were given. These tours were from such diverse groups as the American Association of University Women and seven Girl Scouts working on a history badge.

The biggest event for the Archives this year was the hosting of the annual meeting in June of the National Episcopal Historians Association. Nineteen Archivists, Historiographers, and Registrars from throughout the church were here for the 3 day meeting. Sessions were conducted by the University of Washington and the Federal Archives. Tours of St. Mark's and Trinity Parish were part of the agenda. A new history of the Diocese of Olympia was presented by our Historiographer, the Reverend Charles Schreiner, as part of the opening program.

During the year I have done a preliminary sort of the papers of Bishops: Huston, Bayne, Lewis, Curtis and began Archival Files for Bishop Cochrane. The Territorial Newspapers: The Columbia Churchman, The Oregon and Washington Churchman and the Washington Churchman from 1882 to 1897 were microfilmed. The book and Prayer Book Collection were inventoried and cross referenced with the Diocesan Resource Center Library. One volunteer has worked on the parochial reports collection which dates from 1939 to the present.

The Archives continues to grow and develop in both volume and content. Many valuable additions have been given to the Archives from individuals. They include: books, prayer books, pictures, correspondence, scrapbooks and vestments. These individual donations are always appreciated.

Respectfully submitted, Peggy Ann Hansen

## REPORT OF THE HISTORIOGRAPHER - 1985

Since the last annual convention of the Diocese of Olympia, Mrs. Peggy Hansen, Diocesan Archivist, has been most gracious in making me familiar with the Archives in Diocesan House. She has assisted me in locating correspondence, copies of PIE, Diocesan Journals, reports, addresses and other documents that I have used to write the Historical Highlights of the Episcopal Church and its Bishops of Olympia 1863-1985. This history is now being edited and should be ready for publication in the near future.

I addressed the annual meeting of the National Episcopal Historical Association that met in Diocesan House on June 18, 1985. The subject was the episcopate of Stephen Fielding Bayne, Jr., Bishop of Olympia 1947-1959. This paper will be sent to the Historical magazine of the Episcopal Church in Austin, Texas.

Respectfully submitted, Charles F. Schreiner

## FAITH HOME ANNUAL REPORT- 1985

1985 brought the first steps toward many of the changes we have spoken about over the past three years. Early in the year, our Board of Trustees agreed to begin the transition to the Family Group Care Homes. After much involvement on the part of several people (i.e. Bishop Cochrane, Dr. Hodges, Standing Committee Members, Faith Home Board of Directors and staff) a new direction began.

Seven girls were moved to the first of four family group care homes on August 26. The home located at 1920 North Union Avenue in Tacoma will house 8 troubled teenage youth. This lovely five bedroom home provides a spacious and homey setting to teach family living and values.

In addition to moving to the smaller family based settings, another new direction will be to open a family group care home for teenage boys in Tacoma. There is a serious shortage of programs for boys; and since we are an agency for youth, we felt the need to move in this direction.

We are continuing our planning efforts toward future programs for youth with serious alcohol and drug dependencies. Current studies indicate that this problem will continue to tragically affect the lives of youth and their families for several years to come. With God's direction, we hope to, in the near future, develop a program that in some way will reach those afflicted by chemical abuse.

We are changing in many ways. The Episcopal Services for Youth continues to hold strong to our conviction that only through God's direction and the support of His people can we continue to meet human needs and serve unfortunate youth and their families.

Respectfully submitted, Jerrilee Petersen.

## REPORT OF THE CAMP AND CONFERENCE CENTER COMMISSION- 1985

The Camp and Conference Center Commission oversees the operation of Huston Conference Center and Camp Huston, both being located on 77 forested acres adjacent to the Wallace River near Gold Bar, Washington and St. Andrew's House, which is located near Union Washington, adjacent to Hood Canal. These fine facilities are owned by the Diocese and serve a ministry of outreach and renewal by enabling camping, recreation, conferencing, parish retreats, family and marriage enrichment, workshops, seminars and similar educational and experiential programming. They are also a resource for the total nonprofit community.

The Huston facilities have been greatly benefitted by the expenditure of capital improvement funds made available from a trust administered by the Diocese. Operation and maintenance of the facilities, however, does not break even financially. Conference rates at \$25.00 per day per person, and camp rates at \$17.50 per day per child, are made possible only by a significant annual subsidy from the Diocese. As a dividend to the owners of the facilities, Episcopalian groups are granted a 10% discount on all conference rates.

## Camp and Conference Center Commission Report (cont'd)

The following are some of the trends and changes at Huston Camp and Conference Center in 1985:

- The Conference Center is being used to a greater degree by Episcopalians (but still only 33% of the total).
- The Conference Center is under-utilized for midweek retreats and conferences.
- The quality of food is outstanding for the camping and conference programs.
- The camping operated at 85% of capacity (a strong increase over 1984), with its highest usage being the junior high age group.
- Financial assistance for children attending camp increased by more than 60% this year. "Camperships" are available from parishes and through the Bishop.

St. Andrew's House continues to offer a ministry of hospitality to small groups in intimate and beautiful surroundings. It operates with only minimal financial support from the annual Diocesan budget; but long-range capital improvement plans may depend upon future Diocesan involvement.

In 1985, special efforts were made to fill mid-week openings at St. Andrew's House. Parish family vacations (five days long) were promoted, and a grant was received to host conferences for agencies dealing with drug abuse.

In 1986, a support group known as "Friends of St. Andrew's House" is being formed. It will be composed of volunteers who are willing to devote time, energy and imagination to improvement of this fine Diocesan facility.

Respectfully submitted, James H. Allendoerfer, Chairman

## BISHOP'S COMMISSION ON EDUCATION REPORT - 1985

The Bishop's Commission on Education has spent a year probing some very basic and deep questions concerning the basic foundation for Christian Education in the faith Community and in the lives of individual Christians. This was a very thoughtful year on the commission. During this time practical resources were offered to the Diocese as a result of commission work.

"Beginning and Belonging", a Christian Initiation brochure, was published in the winter of this year. The brochure is the end product of the work done by commission members over several years. It is was distributed in quantity to all congregations.

In September, 1985, the second annual teacher orientation workshop, BCE Cares, was held at St. James, Kent. Eighty-five people from around the diocese attended. The workshop was designed by commission members. Very practical materials, usable in most every congregational setting are available now at the Diocesan Resource Office.

In May, 1985, Cathedral Day was held. The theme was, "Family: Korean Peoples." Four hundred (+) people attended and celebrated the faith in various activities in the Cathedral with Bishop Cochrane.

Bishop's Commission on Education (cont'd)

PAPYRUS, a well read publication for those involved in all aspects of Christian education in our diocese, was issued three times this year.

The Commission worked with the Diocesan School of Theology and Bishop Cochrane to sponsor the Gospel of Luke Conference.

Many and varied resources are available to the congregations and members of the diocese at the Diocesan Resource Center. The Education Commission continues to focus its work to support local congregations in their Christian Education Ministry.

Respectfully submitted, Rilla Wilson, Chair.

DIOCESAN SCHOOL OF THEOLOGY REPORT

The School of Theology of the Diocese of Olympia is charged with responsibility for providing opportunities for;

- 1) Laypersons to expand their understanding of the faith and traditions of the church.
- 2) Training for the Diaconate.
- 3) Training for specialized ministries.
- 4) Continuing theological education for clergy.

The School is in session two Saturdays each month during the academic year. Classes meet at Diocesan House. In June 1985, there were Three Year Academic Certificates awarded, twelve Foundations For Ministry Certificates given, and four Basic Skills Quarter Certificates awarded. The School also joined in sponsorship of the Gospel of Luke Conference that was held in Longview under Bishop Cochrane's leadership.

Of the 37 students enrolled in the Fall of 1985, 16 Foundations for Ministry were students seeking enhancement of their present ministries as laypersons in their home parishes. Some of the 21 in the Academic Program look toward an eventual ordination to the Diaconate at such time as the moratorium may be lifted.

The School of Theology will be challenged in the coming years to develop classes and programs reflecting the emphases of the Task Force on Ministry Report to the Bishop, as may be directed by the Bishop, and in cooperation with any implementing group the Bishop may appoint. One effect of the renewed emphasis in the Report on the baptismal ministry of all Christians could be increased numbers in our Foundations for Ministry class. The Dean and Board are also searching for ways to add more emphasis on spiritual formation as the foundation out of which all ministry must flow. We also see the need for means to explore baptismal ministry in all its implications for our congregations, our clergy and, indeed, for each of us as ministering Christians.

Once others in the Diocese have determined the appropriate curriculum for the training of Diaconal candidates, the School of Theology will modify its curriculum to meet those requirements. At some future date we may also be involved in a program for Title III, Canon 8 candidates.

Respectfully submitted, Tom Cashman, Convenor, Board of Directors



## CHURCH PENSION FUND REPORT- 1985

Enclosed is the yearly report on the men, women and children in the Diocese of Olympia who are currently receiving benefits from the Fund and some of this year's developments. The Fund paid out total benefits of more than \$26 million this past year, the largest in our history.

The summary shown below reflects the aggregate annual benefits being paid as of August 1, 1985.

	Number of Beneficiaries	Annual Benefit
Retired Clergy	2,527	\$17,182,480
Disabled Clergy	361	2,379,011
Surviving Spouses	1,848	7,039,412
Children	222	225,888
Totals	4,958	\$26,826,791

Total benefits increased 19.8% over last year. This increase takes into account the benefit improvements implemented this past year, as well as an increase in the number of the Fund's beneficiaries and a rising Highest Average Compensation for the clergy as a whole.

We are also very pleased to report that the Fund's continuing favorable investment performance has made possible a fifth straight year of benefit improvements to become effective this January 1, 1987. Details of these benefits are contained in the July 19th Perspective mailed to all active clergy, beneficiaries and parishes. Additional copies are available here at the Fund.

We are fortunate that the Fund's record gains of the past few years have been sustained, for by the end of fiscal 1985, our assets had increased to \$899 million, 15% over their 1984 level of \$783 million.

The annualized rate of return on the Fund's total investment portfolio has been computed at 19.9% a year. This compares very favorable with the performance records of other similar funds. In fact, the median rate of return for the same period for 1,100 similar balanced funds studies by SEI Funds Evaluation Services (formerly Becker) was 18.7%, and the median rate of return for 200 comparable funds studies by Merrill Lynch was 18.5%. These independent studies have placed the Fund's performance near the top quartile of comparable funds on the basis of total portfolio performance.

On the legislative front, after widespread opposition from our Church and virtually every other religious denomination, the Treasury Department decided to withdraw its proposal to repeal the law that allows clergy to exclude what they receive as housing or parsonage allowances from their taxable income. Separately, the IRS deferred until January 1, 1987, the imposition of what we feel is an unfair and discriminatory ruling which will not allow income tax deductions for mortgage interest and real property taxes paid by clergy who receive housing allowances. Clergy who no longer live in the home they owned and occupied on January 2, 1983 already have been deprived of any such deductions as of the date on which they moved from that home.

Finally it is with great pleasure that we announce the election of the Honorable Joseph E. Michael, a district Court Judge and attorney in Rochester, New Hampshire. Judge Michael was elected to fill the unexpired term of Mr. Gerald A. Lamb. I know you wish him well.

I am very happy to share these few highlights of 1985 with each of you and I hope that if you have any ideas, questions or concerns on any subject regarding the Fund and its work, you'll feel free to contact me.

Robert A. Robinson, President



DIOCESE OF OLYMPIA  
PROGRAM BUDGET 1984

85/1/1

TREASURER'S REPORT

	1984	%	December 31, 1984	%
ANNUAL PROGRAM BUDGET:				
Program Costs	\$ 1,715,899.00		\$ 1,576,737.00	
Assessment Shortfall Reserve	<u>26,246.00</u>		<u>12,887.00</u>	
Total Budget	<u>\$ 1,742,145.00</u>		<u>\$ 1,589,624.00</u>	

FUNDING SOURCES TO DECEMBER 31:

Assessed to Congregations	\$ 1,585,888.00	\$ 1,444,277.00
Endowment and Other Income	130,956.00	143,608.00
Assessments - Prior Years	-0-	961.00
1981 Program Credit	-0-	778.00
1982 Program Credit	<u>25,301.00</u>	<u>-0-</u>
	<u>\$ 1,742,145.00</u>	<u>\$ 1,589,624.00</u>

SUMMARY OF CASH RECEIPTS AND DISBURSEMENTS:

RECEIPTS

Assessments - Current Year	\$ 1,531,808.76	96.59%	\$ 1,397,576.38	96.76%
Endowment and Other Income	136,019.92		136,842.31	
Assessments - Prior Years	8,784.59		4,549.00	
1981 Program Credit	-0-		778.00	
1982 Program Credit	<u>25,241.16</u>		<u>-0-</u>	
Total Receipts to December 31	\$ 1,701,854.43	97.69%	\$ 1,539,745.69	96.86%

DISBURSEMENTS

Net Disbursements to December 31	<u>1,687,990.95</u>	<u>1,539,612.07</u>
NET PROGRAM CREDIT	<u>\$ 13,863.48</u>	<u>\$ 133.62</u>

DIOCESE OF OLYMPIA  
OPERATING ACCOUNT

85/1/2

BALANCE SHEET

December 31, 1984

ASSETS:

Banks - Checking	\$ (35,280.86)	
- Savings	209,155.17	
Investments and Securities	<u>50,000.00</u>	\$ 223,874.31
United Airlines Credit Deposit		425.00
Prepaid Expenses		8,107.27
<u>Accounts Receivable</u>		
DIF Income	\$ 19,516.00	
Miscellaneous	150,781.54	
Huston Center	592.00	
Insurance Payments	23.26	
Assessments - Prior Years	57,079.13	
Liturgy and Music	151.02	
Huston Center Entrance Fund	3,030.93	
LSI Suspense	<u>306.98</u>	<u>231,480.86</u>
TOTAL ASSETS		<u>\$ 463,887.44</u>

LIABILITIES:

1983 Program Credit	\$ 2,439.75
1984 Program Credit	13,863.48
Accounts Payable	55,666.88
Miscellaneous Reserve Accounts (Schedule A)	20,565.61
1985 Assessments	17,346.04
Asian-American Ministries	3,809.28
Camp Scholarships	247.90
Chinese Ministry	9,996.62
Clergy Residency Program	31,394.79
Episcopal Churchwomen	230.50
Diocesan School of Theology	6,734.50
Direct Feeding/Servant Fund	2,010.83
Insurance Administration Fee	1,820.31
Ministry Forward	86,872.59
Pruden Fund	13,618.13
Puget Sound Maritime Ministry	1,467.30
PAX Fund	306.39
Together-in-Employment	8,068.50
Youth Programs	1,272.52
Youth Music Ministry	2,035.05
Suspense Accounts:	
Sundry	15,704.72
Olympia Churchman Voluntary Subscriptions	2,184.84
1985 Huston Center Fees	437.45
St. Andrew's House Prepaid Reservations	3,681.00
Huston Center Prepaid Reservations	13,223.77
Camp Huston Fees	296.00
Camp Scholarships	252.00
A/A Retreat	124.50
Dioc. School of Theology Scholarship	74.20
Audio-Visual	962.01
Insurance Claims	700.70

## LIABILITIES (Continued):

Insurance Pool	2,297.72	
Retired Employees' Insurance	4,896.23	
Retirement Plan	<u>10,029.15</u>	\$ 334,631.31
Valuation Account - Assessments Receivable		57,079.13
WORKING CAPITAL TRUST FUND		<u>72,177.00</u>
TOTAL LIABILITIES AND FUND BALANCE		<u>\$ 463,887.44</u>

## Schedule A

## Miscellaneous Reserve Accounts

December 31, 1984

	Balance 12-31-83	Receipts to 12-31-84	Disbursed to 12-31-84	Balance 12-31-84
Anglican Meeting Reserve	\$ 3,507.99	600.00	-0-	4,107.99
Bishop's Auto Replacement Fund	1,500.00	1,500.00	-0-	3,000.00
Capital Repairs - Diocesan House	6,007.58	-0-	-0-	6,007.58
Christenson Endowment	6,912.62	2,585.92	-0-	9,498.54
Chinese Ministry Capital Reserve	16,836.92	1,677.96	-0-	18,514.88
Diocesan Worship Service	160.00	-0-	-0-	160.00
General Convention Deputies' Reserve	3,215.68	3,600.00	-0-	6,815.68
Deferred Maintenance - Huston Center	3,041.64	-0-	2,437.71	603.93
Huston Center State Flag Reserve	188.25	-0-	-0-	188.25
Partners in Mission	111.16	-0-	-0-	111.16
Phillips Maintenance Fund	1,959.95	8,269.69	5,540.87	4,688.77
Pioneering in God's Country	172.14	39.00	-0-	211.14
New Equipment Reserve	8,416.97	1,141.25	7,946.18	1,612.04
Refugee Grant	(7,365.17)	25,243.00	17,877.83	-0-
Refugee Operating Fund	(28,227.15)	99,411.96	123,604.58	(52,419.77)
Refugee Pass-Thru Fund	(1,055.00)	114,750.00	119,940.00	(6,245.00)
Refugee Education Fund	52.00	-0-	-0-	52.00
Refugee Revolving Fund	-0-	14,177.67	1,459.24	12,718.43
Ethiopian Refugee Fund	(744.40)	80.00	2,550.00	(3,214.40)
Legal Fees Reserve	3,500.00	-0-	1,500.89	1,999.11
Risk Management Reserve	415.09	-0-	-0-	415.09
St. Andrew's Clergy Cottage Reserve	519.54	-0-	283.09	236.45
Deferred Maintenance - St. Andrew's House	1,249.57	4,879.87	1,830.88	4,298.56
Special Offerings:				
Lenten Offering	-0-	4,325.00	4,325.00	-0-
Theological Education	-0-	378.83	378.83	-0-
Presiding Bishop's Fund for World Relief	-0-	24,454.58	24,454.58	-0-
Miscellaneous	-0-	470.08	470.08	-0-
United Thank Offering	-0-	1,997.58	1,997.58	-0-
Church in Jerusalem	-0-	82.88	82.88	-0-
Faith Home	-0-	1,251.25	1,251.25	-0-
St. George's Coming of Age	-0-	2,500.00	2,500.00	-0-
1985 Budget Reserves	-0-	500.00	-0-	500.00
Grant Overhead	6,705.18	-0-	-0-	6,705.18
	\$ 27,080.56	313,916.52	320,431.47	20,565.61

DIOCESE OF OLYMPIA  
1984 ADMINISTRATIVE PROGRAM BUDGET

85/1/5

	1984 Budget	Disbursed To 12-31-84	Balance 12-31-84
<b>OBJ. I - MINISTRY TO HUMAN NEED</b>			
1001 Commission on Social Action	\$ 14,400	12,976.05	1,423.95
1002 Commission on Hunger	14,500	14,083.28	416.72
1003 Commission on Aging	1,250	566.31	683.69
1004 Commission on Alcoholism	3,520	3,453.79	66.21
1005 Together in Employment (TIE)	10,100	10,100.00	-0-
1006 Northwest Harvest	500	500.00	-0-
1007 Faith Home	500	500.00	-0-
1008 Disabled Persons Ministry	780	-0-	780.00
S/T	\$ 45,550	42,179.43	3,370.57
1100 <u>Ministry to Special Populations</u>			
1110 <u>Higher Education</u>			
1111 Program Discr. Fund, U.W.	\$ 500	500.00	-0-
1112 Program Discr. Fund, W.W.U.	500	41.66	458.34
1113 Campus Christian Ministry, U.W.	9,350	9,350.00	-0-
1114 Campus Christian Ministry, W.W.U.	5,000	5,000.00	-0-
1115 Evergreen State College	500	500.00	-0-
1116 Commission Program Expense	2,500	533.19	1,966.81
S/T	\$ 18,350	15,924.85	2,425.15
1120 <u>Maritime Ministry</u>			
1121 Puget Sound Program	\$ 6,000	6,000.00	-0-
1122 Tacoma Waterfront Program	500	500.00	-0-
1123 Vancouver Waterfront Program	500	500.00	-0-
S/T	\$ 7,000	7,000.00	-0-
1130 Hospital Chaplaincy Adv. Bd.	\$ 2,100	1,570.73	529.27
1140 Comm. on Refugee Resettlement	\$ 5,000	5,000.00	-0-
TOTAL - OBJECTIVE I	\$ 78,000	71,675.01	6,324.99
<b>OBJ. II - MINISTRY TO MISSIONS</b>			
2010 Grants to Congregations	\$ 299,000	299,000.00	-0-
2020 Research and Development	1,000	428.71	571.29
2030 Clergy Moving Expense	5,000	1,928.43	3,071.57
TOTAL - OBJECTIVE II	\$ 305,000	301,357.14	3,642.86
<b>OBJ. III - RESOURCES AND TRAINING FOR</b>			
<b>MINISTRY</b>			
3010 Commission on Youth Ministry	6,500	6,500.00	-0-
3020 Commission on Education	7,500	7,500.00	-0-
3030 Training & Consultative Services	4,500	4,500.00	-0-
3040 Consultative Services for			
Total Ministry	2,000	687.50	1,312.50
3050 Diocesan Resource Center	2,611	2,611.00	-0-
3060 Commission on Evangelism	7,900	3,140.96	4,759.04
3070 Commission on Liturgy & Music	3,550	3,309.08	240.92
3080 Commission on Stewardship	4,500	1,675.80	2,824.20
TOTAL - OBJECTIVE III	\$ 39,061	29,924.34	9,136.66



85/1/6

	1984 Budget	Disbursed To 12-31-84	Balance 12-31-84
<u>OBJ. IV - MINISTRY OF THE BISHOP</u>			
4010 Commission on Ministry	\$ 1,000	1,084.11	(84.11)
4020 Commission on Ecumenical Relations	3,185	2,160.03	1,024.97
4030 Wash. Assoc. of Churches	5,200	5,200.00	-0-
4040 Religious Broadcasting Corp.	4,500	4,500.00	-0-
4050 Cathedral Chapter - TV Eucharist	9,600	8,992.90	607.10
4060 Cathedral Chapter Program	1,500	1,166.94	333.06
4070 Anglican Meeting Expense	600	600.00	-0-
4080 Clergy Residency Program	39,168	39,168.00	-0-
4090 Olympia Churchman	35,000	35,000.00	-0-
TOTAL - OBJECTIVE IV	\$ 99,753	97,871.98	1,881.02
<u>OBJ. V - MINISTRY OF LEADERSHIP</u>			
5010 Committee on Convention	\$ 9,000	7,837.35	1,162.65
5020 Diocesan Council Mileage & Meeting Expense	1,900	2,917.99	(1,017.99)
5021 Diocesan Council Recorder's Salary	1,849	2,132.00	(283.00)
5030 Program & Budget Committee	631	46.00	585.00
5040 Committee on Diocesan Structure	250	-0-	250.00
5050 National Church Quota	264,000	264,000.00	-0-
5060 General Convention Assessment	17,618	17,618.00	-0-
5070 General Convention Deputies' Exp.	3,600	3,600.00	-0-
5080 Province VIII Quota	7,737	7,737.00	-0-
5090 Directors & Officers' Liability Ins.	3,600	3,600.00	-0-
TOTAL - OBJECTIVE V	\$ 310,185	309,488.34	696.66
<u>OBJ. VI - MINISTRY OF ADMINISTRATION</u>			
6010 Insurance Services for Diocesan Congregations and Corporation			
6011 Public Liability Insurance	\$ 17,000	18,667.33	(1,667.33)
6012 Blanket Position (Fidelity) Bond	1,700	1,389.00	311.00
6013 Special Events Insurance	3,000	1,375.00	1,625.00
6014 Non-owned Auto Insurance	1,540	1,920.00	(380.00)
6015 Medicare Supplementary Insurance, Retired Clergy/Dioc. Staff	27,539	27,539.00	-0-
6020 Contingency Fund	4,000	3,770.46	229.54
6030 Staff Travel	12,500	13,456.52	(956.52)
6040 Committee/Commission Travel Exp.	7,000	7,725.48	(725.48)
6050 Diocesan House Plant Operation	34,733	29,426.91	5,306.09
6100 Huston Center & Camping Subsidy	33,000	32,967.62	32.38
6200 St. Andrew's House Subsidy	8,000	8,000.00	-0-
6300 Cathedral Chapter: Subsidy for St. Mark's Cathedral Maint. & Rep.	30,565	30,565.00	-0-
6400 Diocesan Office & Central Services	40,700	40,700.00	-0-
6410 Auditor's Fees	5,000	4,650.00	350.00
6420 Archives - Program & Supplies	1,000	993.93	6.07
TOTAL - OBJECTIVE VI	\$ 227,277	223,146.25	4,130.75
<u>OBJ. VII - STAFFING FOR MINISTRY</u>			
7100 - 7600 <u>Salaries</u>			
7100 <u>Staffing for Ministry to Human Need - Obj. I</u>			
7101 Program Developer - Half-time	\$ 10,000	9,905.55	94.45

	1984 Budget	Disbursed To 12-31-84	Balance 12-31-84
<u>OBJ. VII - STAFFING FOR MINISTRY (Continued)</u>			
7200 <u>Staffing for Ministry to Special Populations - Obj. I</u>			
7201 Chaplain, U.W.	\$ 27,500	27,500.00	-0-
7202 Chaplain, W.W.U. - Half-time	12,645	12,645.00	-0-
7203 Maritime Chaplain - Half-time	14,050	14,050.00	-0-
7204 Hospital Chaplain - Half-time	11,950	11,950.00	-0-
S/T	\$ 66,145	66,145.00	-0-
7300 <u>Staffing for Missions - Obj. II</u>			
7301 Diocesan Archdeacon	\$ 36,000	36,000.00	-0-
7302 Regional Archdeacons - 4 Part-time	9,000	8,000.00	1,000.00
S/T	\$ 45,000	44,000.00	1,000.00
7400 <u>Staffing for Resources and Training for Ministry - Obj. III</u>			
7401 Youth Director	\$ 23,090	23,090.00	-0-
7402 Education Director	29,135	29,135.00	-0-
7403 Librarian - Half-time	8,518	8,517.59	.41
7404 Dean, School of Theology - Half-time	10,650	10,650.00	-0-
7406 Stewardship Directors - 2 Part-time	4,000	772.94	3,227.06
S/T	\$ 75,393	72,165.53	3,227.47
7500 <u>Ministry of the Bishop</u>			
7501 Bishop of Olympia	\$ 41,750	41,750.00	-0-
7502 Supervisor, Clergy Residency Program	3,000	3,000.00	-0-
S/T	\$ 44,750	44,750.00	-0-
7600 <u>Staffing for Ministry of Administration</u>			
7601 Deputy for Administration	\$ 37,200	37,200.00	-0-
7602 Diocesan Treasurer	37,200	37,200.00	-0-
7603 Assistant Treasurer	19,667	19,666.66	.34
7604 Office Support Staff	154,177	158,052.68	(3,875.68)
7605 Archivist	2,000	1,968.62	31.38
S/T	\$ 250,244	254,087.96	(3,843.96)
Total Salaries for Staffing for Ministry	\$ 491,532	491,054.04	477.96
7700 <u>Bishop's Allowances and Executive Expense</u>	\$ 17,500	23,062.98	(5,562.98)
7800 <u>Pensions and Travel Allowances for Contract Staff</u>			
7801 Regional Archdeacons' Mileage and Meeting Expense	\$ 2,100	3,162.57	(1,062.57)
7802 Stewardship Directors' Travel	1,000	158.80	841.20
7803 Clergy Pensions - Contract Clergy	2,880	1,439.98	1,440.02
S/T	\$ 5,980	4,761.35	1,218.65

85/1/8

	1984 Budget	Disbursed To 12-31-84	Balance 12-31-84
7900 <u>Pensions and Benefits - Diocesan</u> <u>Program/Administrative/Support</u> <u>Staffs</u>			
7901 Clergy Employee Pension Assessments	\$ 29,130	30,515.93	(1,385.93)
7902 Lay Employee Pension Premiums	34,590	34,590.00	-0-
7903 Clergy & Lay Insurances:			
Medical	40,303	36,193.86	4,109.14
Dental	10,180	7,846.83	2,333.17
Life	2,106	2,148.19	(42.19)
State Industrial	2,083	1,379.98	703.02
7904 Lay Employee Social Security Tax	23,219	22,974.73	244.27
S/T	\$ 141,611	135,649.52	5,961.48
Total Fringe Benefits & Allowances	\$ 165,091	163,473.85	1,617.15
TOTAL - OBJECTIVE VII	\$ 656,623	654,527.89	2,095.11
GRAND TOTAL - PROGRAM BUDGET	\$ 1,715,899	1,687,990.95	27,908.05

DIOCESE OF OLYMPIA  
HUSTON CENTER

Cost of Operations to December 31, 1984

	1984		1983	
	Current Mo.	Year to Date	Current Mo.	Year to Date
<b>REVENUE:</b>				
Conference Fees	\$ 11,803.80	126,960.82	7,409.13	100,025.52
Camping Fees	567.50	73,010.35	(404.00)	63,690.67
Offerings	-0-	199.46	-0-	30.50
Munroe Endowment	592.00	2,567.85	-0-	-0-
Miscellaneous Income	90.70	869.35	-0-	-0-
Total Revenue (Note #1)	\$ 13,054.00	203,607.83	7,005.13	163,746.69
<b>DISBURSEMENTS:</b>				
Salaries:				
Director	\$ 2,000.00	24,000.00	2,000.00	24,000.00
Secretary/Registrar	88.75	4,719.31	240.50	2,730.75
Asst. for Maintenance	1,400.00	11,481.22	-0-	7,846.15
Asst. for Food Service	235.50	8,506.00	-0-	-0-
Kitchen Assistants	1,687.11	31,908.78	( 1,782.90	30,783.79
Maintenance	56.00	1,892.78	(	(
Housekeeping	105.00	2,644.45	(	(
Summer Camp Director	-0-	6,500.06	-0-	31,214.25
Camp Counselors	-0-	18,854.00	(	(
Fringes:				
FICA	354.76	7,447.79	248.73	7,801.37
Industrial Insurance	977.01	6,345.22	( 1,529.44	6,469.91
Medical/Dental/Life Insurance	542.75	8,686.44	(	(
Pension	-0-	-0-	-0-	450.00
Supplies and Services:				
Food	1,027.89	30,929.73	2,535.27	41,125.45
Kitchen Supplies	29.05	3,437.99	(9.84)	2,732.97
Housekeeping	-0-	2,669.07	491.14	3,960.08
Heating	170.00	4,912.81	1,765.04	8,909.21
Electricity	1,504.41	12,775.65	200.27	1,971.04
Telephone	230.43	2,630.69		
Postage	43.90	455.02		
Printing	-0-	1,032.96		
Office Supplies	82.98	288.81	110.85	1,691.11
Winter Program Supplies	1.94	283.62		

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## Huston Center

Cost of Operations to December 31, 1984

	1984		1983	
	Current Mo.	Year to Date	Current Mo.	Year to Date
Summer Program:				
Medical Supplies	-0-	354.57	-0-	8,654.98
Arts & Crafts Supplies	-0-	458.82		
Swimming Pool Supplies/Services	-0-	438.49		
Athletic Program Supplies	38.79	547.13		
T-Shirts	(40.00)	2,048.67		
Entertainment	15.77	40.27		
Miscellaneous Supplies	-0-	691.09		
Trip Program:				
Food	-0-	3,739.71	-0-	5,114.45
Equipment	-0-	1,314.32		
Trip Expense (Tolls, Ferries)	-0-	2,243.56		
Ashland Trip:				
Tickets	-0-	1,788.00		
Room & Board	-0-	2,120.25		
Miscellaneous Expense	-0-	395.86		
Memberships:				
ACA	-0-	691.00		
IACCA	-0-	35.00		
Transportation and Travel:				
Director's Mileage	120.79	2,641.82	339.58	3,817.17
Staff Mileage	137.80	1,318.67		
Truck Operation	-0-	1,641.73		
Van Operation	105.67	1,823.15		
Van Leases	-0-	365.44		
Truck & Van Insurance	(382.00)	765.32		
Properties Support:				
Property Insurance	1,312.00	7,571.00		
Repairs & Maintenance	293.36	6,528.66	(	43.92
Maintenance Reserve	12.81	3,214.90		23,993.67
General:				
Staff Training	6.00	1,313.97		
Subscriptions, Books	-0-	81.65		
Total Disbursements	\$ 12,158.47	236,575.45	11,277.80	213,266.35



85/1/11

Cost of Operations to December 31, 1984

	1984		1983	
	Current Mo.	Year to Date	Current Mo.	Year to Date
Cash Credit (Deficit) Before Subsidy	\$ 895.53	(32,967.62)	(4,272.67)	(49,519.66)
Conference Center Subsidy	500.00	6,000.00	500.00	6,000.00
Camping Subsidy		27,000.00		27,439.00
Operating Credit (Deficit) After Subsidies	\$ 1,395.53	32.38	(3,772.67)	(16,080.66)

Note #1: In addition to the above receipts, there is a balance of \$13,223.77 in prepaid reservations.

DIocese OF OLYMPIA  
ST. ANDREW'S HOUSE

85/1/12

Cost of Operations to December 31, 1984

	1984		1983	
	Current Mo.	Year to Date	Current Mo.	Year to Date
REVENUE:				
Facility Use Receipts	\$ 5,066.00	42,887.50	2,973.98	30,780.35
Clergy Cottage	170.00	1,085.00	20.00	1,053.50
Donations	-0-	47.00	-0-	-0-
	\$ 5,236.00	44,019.50	2,993.98	31,833.85
DISBURSEMENTS:				
Salaries	\$ 1,885.12	19,715.00	1,050.75	12,050.75
Payroll Taxes	110.83	1,329.96	67.00	804.00
Insurances (Medical, Dental, Life, Industrial)	313.73	4,245.63	766.25	3,371.64
Electricity	749.12	2,302.10	490.06	1,839.45
Food	879.57	10,420.40	734.66	10,009.60
Heating	236.18	1,573.07	-0-	692.85
Housekeeping	67.76	866.36	11.10	133.26
Telephone	168.74	888.83	196.92	918.24
Transportation	165.64	1,329.36	171.00	1,195.25
Program	262.87	1,051.05	127.80	1,031.28
Property Insurance	274.00	1,571.00	( 80.70	3,025.82
Maintenance & Repair	81.10	836.12		
Debt Service	133.69	1,316.22	-0-	-0-
Additional Petty Cash	650.00	650.00		
Clergy Cottage	113.28	728.78	-0-	379.25
Total Disbursements	\$ 6,091.63	48,824.28	3,696.24	35,451.39
Cash Deficit Before Diocesan Subsidy	(855.63)	(4,804.78)	(702.26)	(3,617.54)
Diocesan Subsidy	666.66	8,000.00	296.16	3,554.00
Transferred to Maintenance Reserve	(3,195.22)	(3,195.22)	-0-	-0-
Operating Deficit After Subsidy	\$ (3,384.19)	-0-	(406.10)	(63.62)

Note #1: In addition to the above receipts, there is a balance of \$3,681.00 in prepaid reservations.

DIOCESE OF OLYMPIA  
BUILDING LOAN FUND

December 31, 1984

ASSETS:

Cash - Checking	\$ 7,512.78	
Short Term Investments	272,070.17	\$ 279,582.95

Loans Receivable	Interest Rate	Principal Balance	
Bainbridge Is., St. Barnabas	12%	\$ 70,110.60	
Bellevue, Resurrection	6%	6,022.63	
Bremerton, St. Paul	6%	9,669.46	
Burien, St. Elizabeth, #2	8%	15,355.99	
Burien, St. Elizabeth, #3	12%	3,881.58	
Cathlamet, St. James	12%	7,500.00	
Darrington, Transfiguration	12%	1,685.67	
Des Moines, St. Columba	12%	10,840.90	
Federal Way, Good Shepherd		(14.02)	
Freeland, St. Augustine	6%	18,998.74	
Issaquah, St. Michael	12%	27,466.33	
Kent, St. James, #1	6%	11,457.33	
Kent, St. James, #2	12%	285,000.00	
Kent, St. James, #3	12%	4,478.30	
Kirkland, St. John	8%	609.92	
Marysville, St. Philip	5%	51,752.38	
Meadowdale, St. Hilda	6%	31,796.36	
Mill Creek, St. Francis	12%	86,975.01	
Poulsbo, St. Charles, #1	6%	32,463.22	
Poulsbo, St. Charles, #2	4%	14,200.00	
Poulsbo, St. Charles, #3	12%	51,000.00	
Redmond, Holy Cross	12%	288,276.32	
Seattle, Ascension	6%	9,347.86	
Seattle, St. Paul	12%	12,000.00	
Shelton, St. David	12%	573.54	
Tacoma, St. Andrew	12%	9,285.81	
Tacoma, St. Joseph/St. John	6%	17,069.30	
Tacoma, St. Mary	6%	5,489.10	
Tahuya, St. Nicholas	6%	23,338.21	
Vancouver, Good Shepherd		(.82)	
Vancouver, St. Luke	6%	16,000.00	
Washougal, St. Anne	6%	51,547.76	
Huston Center	12%	62,976.91	
St. Andrew's House	12%	13,369.91	\$ 1,250,524.30

Notes Receivable

Gibbs, John	\$ 17,577.29	
Kuhn, Clay	8,974.40	
Maddux, Donald	3,299.90	29,851.59

Interest Receivable

Accrued December Interest	\$ 11,014.54
Des Moines, St. Columba	108.41
Issaquah, St. Michael	274.66
Kent, St. James, #2	3,284.78
Kent, St. James, #3	44.78
Mill Creek, St. Francis	20,004.25
Redmond, Holy Cross	2,515.52
Huston Center	523.34

Page Two

Building Loan Fund

December 31, 1984

Interest Receivable (Continued)

Gibbs, John	175.77		
Maddux, Donald	<u>16.50</u>	37,962.55	
Prepaid Interest		<u>(913.17)</u>	<u>1,317,425.27</u>
TOTAL ASSETS			<u>\$ 1,597,008.22</u>

## LIABILITIES AND CAPITAL:

<u>Note Payable</u>			
Episcopal Church Foundation		\$	30,200.00
Capital			<u>1,566,808.22</u>
TOTAL LIABILITIES AND CAPITAL			<u>\$ 1,597,008.22</u>

## SUMMARY OF LOAN OPERATIONS:

Loans Outstanding 11-30-84	\$ 1,208,858.92
Loans Advanced	114,463.96
Interest Charged	21,030.76
Payments on Principal	(20,332.52)
Payments on Interest	<u>(6,595.85)</u>
LOANS RECEIVABLE 12-31-84	<u>\$ 1,317,425.27</u>

85/1/15

DIOCESE OF OLYMPIA  
BUILDING LOAN FUND

Financial Statement for the Year Ending December 31, 1984

	1984	1983
<b>SUMMARY OF LOAN OPERATIONS</b>		
Loans Receivable January 1	\$ 999,566.43	\$ 1,078,378.23
Loans Advanced	635,307.35	360,924.42
Interest Charged on Loans	96,931.71	106,230.49
Payments on Principal	(324,099.25)	(414,793.13)
Payments on Interest	(90,280.97)	(131,173.58)
Loans Receivable December 31	<u>\$ 1,317,425.27</u>	<u>\$ 999,566.43</u>
<b>INCOME AND EXPENSE</b>		
Capital January 1	\$ 1,429,547.97	\$ 1,305,593.24
Income		
Interest Charged on Building Loans	\$ 96,931.71	\$ 105,223.09
Interest Earned on Savings Deposits	41,459.37	19,606.46
Adjustments to Capital	(72.21)	25.18
	<u>\$ 138,318.87</u>	<u>\$ 124,854.73</u>
Expense		
Audit	(950.00)	(900.00)
Check Supply	(108.62)	-0-
Net Income Transferred to Capital	<u>137,260.25</u>	<u>123,954.73</u>
Capital December 31	<u>\$ 1,566,808.22</u>	<u>\$ 1,429,547.97</u>



DIOCESE OF OLYMPIA  
REAL ESTATE ACCOUNT  
December 31, 1984

85/1/16

BALANCE SHEET

ASSETS:

	1984	1983
Bank: Checking Account	\$ 3,034.51	\$ 4,862.53
Savings Account	59,712.69	108,814.37
Short Term Investments		\$ 113,676.90
		303,384.67
Real Estate Contracts:		
1818 N.E. 50th St., Seattle (Knapp)		
Maple Valley (Markus)		
		\$ 15,535.83
		6,812.62
		22,348.45
Advances on Sites for Organized Missions:		
Maple Valley, St. George	\$ 5,933.63	\$ 6,383.63
Meadowdale, St. Hilda	-0-	10,556.04
Bothell, St. Francis	88,223.07	88,223.07
Asian Ministry	100,220.93	-0-
	\$ 194,377.63	105,162.74
Portable Classrooms	-0-	38,269.57
Campus Christian Ministry:		
University of Washington, Seattle	\$ 31,666.00	\$ 31,666.00
Western Washington Univ., Bellingham	28,214.10	28,214.10
	59,880.10	59,880.10
TOTAL ASSETS	\$ 643,767.72	\$ 642,722.43

LIABILITIES AND CAPITAL:

Liabilities	-0-	-0-
Capital	\$ 643,767.72	\$ 642,722.43
TOTAL LIABILITIES AND CAPITAL	\$ 643,767.72	\$ 642,722.43

DIOCESE OF OLYMPIA  
MISCELLANEOUS TRUSTS ACCOUNT

85/1/17

December 31, 1984

	1984	1983
<b>ASSETS:</b>		
Cash - Demand Deposit	\$ 15,725.68	24,428.82
- Savings Account	94,024.96	29,794.20
Deferred Compensation	4,429.23	4,057.34
Short-term Investments	730,000.00	100,139.39
Insurance Annuity	30,020.61	874,200.48
		-0-
Notes Receivable - Accounts in Trust		158,419.7
Heath Trust	9,370.20	9,370.20
Robert D. McFarland	3,476.25	4,218.09
Patricia Staten	29,451.76	42,298.21
		29,451.76
Securities & Investments in Trust	3,008,919.13	2,932,217.29
Accounts Receivable	26,028.25	86,528.78
Total Assets	3,951,446.07	3,220,205.87
<b>LIABILITIES:</b>		
Trust Accounts - Notes		
Kent, St. James	9,370.20	9,370.20
Issaquah, St. Michael Vicarage Fund	3,476.25	4,218.09
Diocese of Olympia, Blackwell Gift	29,451.76	42,298.21
		29,451.76
Securities & Investments in Trust		43,040.05
Camano Is., St. Aidan	4,928.00	4,368.00
Annie Wright School	79,241.23	77,609.92
Diocese of Olympia, Acct. "A"	-0-	22,417.90
Christenson Bequest	51,332.63	50,275.86
David Devik Memorial	2,509.96	2,458.29
Bishop Curtis Camp Scholarship	16,285.71	15,950.43
College Work Endowment	80,236.72	78,584.92
Canon McNeil Mission Fund	5,483.12	5,006.99
Diocesan Clergy Emergency Fund	124,852.85	122,282.54
Vall-Spinosa Memorial Fund -		
Newhalem, St. Francis	2,421.42	2,217.98
Episcopate Endowment Fund	1,133,446.82	1,110,112.88
St. Bernard's Chapel Fund	7,353.83	7,202.43
G.L. Phillips Memorial Fund	164,159.24	160,779.75
Frank Munroe Endowment	39,223.25	38,415.78
C.G. McDonald Scholarship Fund	3,942.39	3,861.24
Thanksgiving & Memorial Fund	1,819.93	1,442.92
Canon Jessett Memorial	2,493.15	2,202.88
Urban Ministry Fund	3,815.54	2,181.94
Diocesan Working Capital Trust Fund	77,447.12	75,852.74
Florence Henry Memorial Chapel Fund	21,217.19	15,866.16
James McConnell Scholarship Fund	2,732.38	2,502.78
Kent, St. James - Arney Memorial	9,686.59	11,981.31
Kent, St. James - Endowment Fund	12,234.17	9,487.17
Theological Education Fund	204,819.16	200,602.61
Hodges Endowment for Diocese	321,054.00	303,829.41
Hodges Endowment for St. Mark's	276,070.09	270,386.71
Pooled Income Gift for St. Mark's	9,500.00	9,500.00

Securities & Investments in Trust (Continued)

Seaview, St. Peter -				
Mary Johnson Bequest	280,612.64		274,835.75	
Tacoma, St. Mary/Orcas Is., Emmanuel -				
Norton Clapp Gift	50,000.00		50,000.00	
Eleanor & Charles Taft Memorial	20,000.00		-0-	
Vancouver, St. Luke	140,000.00	3,148,919.13	-0-	2,932,217.29
<u>Cash Trusts</u>				
Clergy Emergency Trust Fund	9,493.27		9,231.34	
Ruth & Jacques Hayes Memorial Fund -				
Camp Huston	240.38		1,610.21	
Florence Henry Memorial Chapel Fund	991.41		1,853.23	
Hodges Income Account	7,138.69		13,817.72	
Walter Horn Trust	619,754.94		100,139.39	
Jessett Income Account	226.30		74.39	
C.G. McDonald Scholarship Fund	137.56		69.43	
St. Bernard's Chapel Fund	712.52		542.40	
Theological Education Fund	16,314.23	655,009.30	11,623.37	138,961.48
Reserve for Deferred Compensation		4,429.23		4,057.34
<u>Accounts Payable</u>				
Disbursements January 1-11		100,790.20		2,292.56
<u>Diocesan Investment Fund</u>				
<u>Suspense Account</u>				
Investors' Capital for DIF			39,790.53	
DIF Dividends Payable		-0-	59,846.62	99,637.15
Total Liabilities		\$ 3,951,446.07		\$ 3,220,205.87

DIOCESE OF OLYMPIA  
DIOCESAN INVESTMENT FUND

BALANCE SHEET

December 31, 1984

	<u>1984</u>	<u>1983</u>
ASSETS:		
Cash Equivalents	\$ 123,000.00	\$ 418,000.00
U.S. Government & Corporate Bonds	1,861,098.00	1,558,495.50
Preferred Stock	-0-	23,800.00
Common Stock	3,072,059.00	2,722,035.96
Closely Held Assets	<u>4,000.00</u>	<u>4,000.00</u>
Total Securities	\$ 5,060,157.00	\$ 4,726,331.46
Principal Cash	803.00	914.67
Income Receivable	<u>71,085.00</u>	<u>71,471.33</u>
	\$ 5,132,045.00	\$ 4,798,717.46
Cash from Investors for Purchase of Shares	36,349.00	104,883.02
Share Redemptions Payable	<u>(5,000.00)</u>	<u>(14,323.49)</u>
TOTAL ASSETS	<u>\$ 5,163,394.00</u>	<u>\$ 4,889,276.99</u>
LIABILITIES:	None	None
CAPITAL:		
Principal Applicable to Shares Owned by Churches & Diocesan Institutions	(129,669.296 sh.) <u>\$ 5,163,394.79</u>	(125,366.211 sh.) <u>\$ 4,889,276.99</u>

December 31, 1984

STATEMENT OF INCOME & DISTRIBUTION

Earnings	\$ 333,164.20	\$ 326,234.65
Expense:		
Computer Services	\$ 755.25	\$ 665.75
Audit of Account	1,485.00	1,375.00
Committee Expenses	285.05	304.51
Agency Fee	3,070.11	3,130.20
	<u>5,595.41</u>	<u>5,475.46</u>

Net Earnings Distributed to  
Shareholders

	<u>\$ 327,568.79</u>	<u>\$ 320,759.19</u>
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STATEMENT OF CHANGES IN PRINCIPAL ACCOUNT

Value of Fund January 1		\$ 4,114,736.81
Value of Fund December 31		<u>4,889,276.11</u>
Increase in Value of Fund		\$ 774,539.30
Shares Purchased during Year	(9,766.358 sh.)	
	\$ 380,401.11	
Shares Redeemed during Year	(5,463.271 sh.)	
	202,503.91	
	<u>177,897.20</u>	<u>334,433.67</u>

Net Increase in Market Value  
of Fund

	<u>\$ 96,221.25</u>	<u>\$ 440,105.63</u>
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Value per Share Outstanding January 1  
Value per Share Outstanding December 31

	\$ 38.99	\$ 35.33
	<u>39.82</u>	<u>38.99</u>
Increase in Value per Share	<u>.83</u>	<u>3.66</u>

Percentage of Increase in Valuation During Year

	2.12%	10.36%
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Earnings of Shares Outstanding January 1

	\$ 2.60	\$ 2.63
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Percentage of Earnings to December Valuation

	6.52%	6.74%
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Narrative Sheet to Accompany the Draft of Proposed 1986 Budget

This first draft of the proposed budget for 1986 has been based on a total revenue from all sources estimated at \$1,689,588. (See Page 1 of the proposed budget for funding details.) This total is \$157,368 less than the funding for the 1985 budget. The Bishop and Council, in developing the 1986 budget, had to deal not only with the decrease in income, but also had to take into account estimated increases next year for certain budgetary items, totaling \$26,272. This meant that decreases in a gross amount of \$183,640 had to be made in current program/staffing costs to keep within estimated income for 1986. A summary of the increases and decreases in each program objective is attached to the enclosed copy of the 1986 budget.

The decisions on which budget items should be reduced were not easy to make. At the December 1984 over-night meeting of the Diocesan Council, the members, who represent the 9 convocations of the diocese, moved into four separate working groups to consider these matters. Their recommendations for budget reductions were based on the priorities and actions of the 1984 Convention, as well as on goals of the diocesan Vision Statement. These recommendations were collated and given to the Office of the Bishop. Based on this input from Council, the Bishop's Office prepared a budget, which was presented to the January 24, 1985 meeting of Council. A few adjustments were made, totaling \$22,000 for all objectives; and this first draft of the 1986 proposed budget is now presented to the Winter meetings of the Convocations.

Each Convocation this year has a representative who will serve on the Program and Budget Committee. These convocation representatives will report convocational response back to the Bishop and Council, for consideration and possible redraft of the budget. Please study the attached budget carefully, in conjunction with the following notes, and be prepared to respond to the budget presentation. The response from the Convocations will be heard!

Objective I

The funding for the Ministry to Human Need commissions remains essentially the same. The distribution of the \$22,600 allocated will be negotiated between the committees comprising the Block. It is recommended that TIE (Toether in Employment) be eliminated as a program of the diocese. This program, as a diocesan activity, has been in a state of transition and phasing out over the past two years. Very similar programs are available through ecumenical and social agencies.

FAITH HOME: Until this year, Faith Home has been allocated \$500 each year as a line item. The \$25,000 allocated for 1985 is the first installment of a decreasing three-year grant for capital purposes only. This institution is experiencing some changes in support and use, and is currently facing financing problems. It is not recommended that the same \$25,000 grant be made in 1986, but that the substantial amount of \$12,000 be allocated to evidence the support of the Diocese as Faith Home approaches other agencies for funding.

Objective II - Diocesan Ministries

There is a token increase of \$1,000 to mission congregations to signify the high level of support for missions and mission expansion. This is not seen as a "hold the line" funding, but may include monies for new work, as established missions work toward reduced grants and eventual self support.

Grants to Parish Congregations - a new item in 1985 - is funded at an increased amount in 1986, to provide assistance to those parishes in economically depressed areas which are experiencing temporary difficulties in maintaining full operations.

Funding for Clergy Moving Expense and the Pike Market Ministry are continued at about the same level as that of 1985.

#2100, Special Populations: Funding for the ministries comprising this group is reduced as the diocesan program moves toward decentralization and an emphasis on congregation-based ministries.

The Commission on Higher Education is currently developing plans for a parish-based ministry to students at both the U.W. and Western Washington. Grants are continued to the parishes serving Evergreen and Skagit Valley Colleges. Item #2118 \$1,500 is new funding to provide support for congregations which may develop ministries to other colleges throughout the diocese.

#2120, Maritime Ministry: This Commission, while retaining the services of a half-time diocesan funded minister to the Puget Sound area in 1985, is currently developing plans for diocesan-wide congregation-based waterfront ministries. For 1986 a new item of \$1,500 has been included for ministry at other ports in eastern Washington in addition to the Seattle, Tacoma, and Vancouver ministries funded in the current budget.

#2130, Hospital Ministries: The Hospital Advisory Board, which has a funded coordinator in 1985, is developing a volunteer program of lay and ordained ministers. This program was originated by the Overlake Convocation, in response to the Diocesan Vision Statement. The Overlake Convocation and the Hospital Board are consulting in order to coordinate and implement a combined ministry in 1986. The funding is program expense support only.

#2140, Ministry to Refugees: While the grant for the new Cambodian Ministry in Pierce County is continued at the same level, the general program funding for refugee resettlement is reduced to \$2,000 as the Commission moves from an agency to a parish-based program of refugee resettlement. The refugee program funding is supported by grants from the Federal Government and the Presiding Bishop's Fund.

### Objective III

There are some reductions in program funding in this area. These were made in dialog with the Director of the Education and Resources for Training, and are in line with actual 1984 expenditures for other programs in this group.

Objective IV - Ministry of the Diocese Funding for Religious Broadcasting, the Clergy Residency Program, and the Standing Committee has been eliminated from the 1986 budget. There are small increases in other program areas, including the Episcopal Transition Fund. This allocation is to provide a reserve fund to cover the 1988 costs of a special convention, the search, and the consecration of a bishop coadjutor to succeed Bishop Cochrane, who has announced his intention to retire in 1989.

### Objective V

The increases in this objective are based largely on the estimated increases in the diocesan support of the national and provincial programs of the Church. The National Church Quota and General Convention Assessment are estimates only, and will not be firm figures until after the adoption of the budget of the National Church at General Convention in September 1985. These figures are therefore subject to upward or downward adjustment. It has been traditional for the Diocese of Olympia to support the program of the National Church in full, and it is anticipated that this tradition will be continued as the General Convention elects a new Presiding Bishop this year, to assume leadership in 1986.

Objective VI - Ministry of Administration The funding for this objective is increased by \$1,888 only, over expenses for 1985, of which \$1,000 is an increase in Auditor's fees from \$5,000 to \$6,000, which represents the auditor's cost only of the service. There is a reduction in the Contingency Reserve Fund for staff travel expense, and a corresponding increase in the expenses of Diocesan House operation, to meet anticipated maintenance and repair costs.

Objective VII - Services to Congregations There are anticipated increases in the allocations for blanket congregational insurances, and for Committee Travel Expense. The subsidies for operations at Huston Center and St. Andrew's House remain the same as those for 1985. There is a decrease in the grant to the Cathedral Chapter for Maintenance and Repairs. Originally recommended at a 15% reduction, (the estimated decrease in assessment based on the 20% factor) the Council voted an additional \$10,000 decrease to the new total of \$21,770.

Objective VIII - Staffing for Ministry There is a total reduction of \$75,585. Funding for staff support for Social Action, Ministries for Higher Education, Maritime and Hospital Chaplain have been eliminated; the contract staff funding for the clergy residency supervisor and stewardship consultant have been eliminated. There is a reduction in funding for office staff support. The print shop operation will move from full time to half time staffing in 1986, and there will be other internal adjustments, eliminating temporary office services, and involving a reduction in salary costs with the retirement of a senior secretary and a replacement at a lower salary. Insurance is shown at a lower cost than the actual estimated expense. The Diocesan Council recommended that the Personnel and Insurance Commissions consider and make recommendations on reducing the costs of medical and dental insurance.

DIOCESE OF OLYMPIA  
February 1, 1985

85/17/4

## DIOCESE OF OLYMPIA: PROGRAM BUDGET 1986

Revised  
1/29/85  
4/26/85

	A	B	C	D	E
	Admin. 1985	1-24-85 Estimated 1986	Difference 1985/1986	4-25-86 Proposed 1986	Difference 1985/1986
OBJ. I - MINISTRY TO HUMAN NEED	47,775	34,600	(13,175)	34,600	(13,175)
OBJ. II - DIOCESAN MINISTRIES	407,350	365,000	(42,350)	374,082	(33,468)
OBJ. III - RESOURCES & TRAINING FOR MINISTRY	33,036	27,250	(5,786)	27,250	(5,786)
OBJ. IV - MINISTRY OF THE DIOCESE	96,575	76,200	(20,375)	76,200	(20,375)
OBJ. V - MINISTRY OF LEADERSHIP	331,716	356,100	+ 24,384	356,100	+ 24,384
OBJ. VI - MINISTRY OF ADMINISTRATION	119,010	120,898	+ 1,888	120,898	+ 1,888
OBJ. VII - SERVICES TO DIOCESAN CONGREGATIONS	151,532	142,220	(9,312)	156,892	+ 5,360
OBJ. VIII - STAFFING FOR MINISTRY	659,762	567,320	(92,442)	576,320	(83,442)
	1,846,956	1,689,588	(157,368)	1,722,342	(124,614)
BUDGET DECREASES (1985/Est. 1986)			(183,640)	Decreases	(156,246)
BUDGET INCREASES			26,272	Increases	31,632
NET DECREASES			(157,368)		(124,614)
Col. A: The assessment funding of the 1985 Admin. Budget is based on the total of 23.55% of the 1983 Net Disposable Income of the diocesan congregations.			Additional Funding		\$ 32,754
Col. B: The 1986 congregational assessments will be based on 20% of 1984 Net Disposable Income (per action of Convention 1984). 1984 NDI figures are not available at the date of printing. A projection has been made of an estimated 6% increase in 1984 NDI over that of 1983. The figures and total in Column B are therefore subject to change.			Obj. II - Ministry in Higher Education Add \$9,082 to the \$31,000 allocated to items #2113 and #2114, for a total amount of \$12,082. This to be allocated for ministry to students at U.W. and W.W.U. in 1986.		\$ 9,082
Col. D: The budget objective totals as proposed in Col. D are \$32,754 over those in Col. B. This increase reflects the difference between the estimated 6% increase (see Note for Col. B) and the actual 7.6% increase in 1984 NDI over that of 1983. Working with the Program Budget Committee, the Bishop and Council propose the allocation of this additional \$32,754 as shown opposite:			Obj. VII - Cathedral Chapter, #7310 Add \$14,672 to the 1-24-85 allocation of \$21,770, to bring the total subsidy for St. Mark's Cath. M&R to the full amount of \$36,442 allocable under the formula for setting the subsidy as negotiated between Council & Cath. Chapter.		14,672
			Obj. VIII - Staffing for Ministry Stewardship Consultant, #8406. Restore funding for services of Stewardship Consultant, eliminated in 1-24-85 est. Budget. Clergy & Lay Dioc. Staff: Medical Insurance, #8903. Restore the shortfall in the est. medical insurance premiums for Dioc. Staff		2,000
			TOTAL INCREASES: PROPOSED BUDGET (COL. D)		7,000
					\$ 32,754

DIOCESE OF OLYMPIA: WORKSHEETS FOR PROPOSED 1986 BUDGETFUNDING FOR DIOCESAN PROGRAM BUDGET

Congregational Assessments  
Endowment/Investment Income  
Budget Surplus - 1984

1985
\$ 1,715,956
331,000
-0-
<u>\$ 1,846,956</u>

1986 Estimated Funding As of 1-24-85
\$ 1,544,725
131,000
13,863
<u>\$ 1,689,588</u>

1986 Revised Funding As of 4-25-85
\$ 1,577,479
131,000
13,863
<u>\$ 1,722,342</u>

(+ 32,754)

PROGRAM BUDGETOBJ. I - MINISTRY TO HUMAN NEED

1000 Commission on Human Need  
1001 Commission on Social Action  
1002 Commission on Hunger  
1003 Commission on Aging  
1004 Commission on Alcoholism  
1005 Together in Employment (TIE)  
1006 Northwest Harvest  
1007 Disabled Persons Ministry  
1008 Faith Home: Capital Grant

TOTAL - OBJECTIVE I

1985 Admin. Budget
\$ 22,775

1986 1st Draft Bishop & Council 1-24-85
\$ 22,600

1986 2nd Draft Bishop & Council 4-25-85
\$ 34,600



	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)	To be allocated between UW & HHU
<b>OBJ. II - DIOCESAN MINISTRIES</b>				
2000 Congregations				
2010 Grants to Mission Congregations	\$ 299,000	\$ 300,000		
2015 Grants to Parish Congregations	30,000	32,000		
2020 Research and Development	2,000	-0-		
2030 Clergy Moving Expense	5,000	4,500		
2040 Pike Market Ministry: Pilot Program	6,600	6,500		
2050 New Mission Funding	22,500	-0-		
Total: Congregations	365,100	343,000		
2100 Special Populations				
2110 Ministry in Higher Education				
2111 Program Discr. Fund, U.W.	550	-0-		
2112 Program Discr. Fund, W.W.U.	400	-0-		
2113 U.W. Campus	9,500	1,500	(+9,082)	12,082
2114 W.W.U. Campus	4,500	1,500		
2115 Evergreen State College	500	500		
2116 Skagit Valley College	500	500		
2117 Commission Program Expense	2,400	500		
2118 UPS - PLU - Community Colleges	-0-	1,500		
Total: Higher Education	18,350	6,000		15,082
2120 Maritime Ministry				
2121 Puget Sound Ministry: General Program	6,000	500		
2122 Tacoma Waterfront Ministry	500	500		
2123 Vancouver Waterfront Ministry	500	500		
2124 Waterfront Ministry: Other Ports	-0-	1,500		
Total: Maritime Ministry	7,000	3,000		
2130 Hospital Ministries Coordinating Committee	2,100	1,000		
2140 Ministry to Refugees				
2141 Refugee Resettlement: General Program	5,000	2,000		
2142 Cambodian Ministry Grant: Pierce County	10,000	10,000		
Total: Refugees	15,000	12,000		
Total: Special Populations	42,450	22,000		
<b>TOTAL - OBJECTIVE II</b>	<b>\$ 407,550</b>	<b>\$ 365,000</b>		<b>\$ 374,082</b>

OBJ. III - RESOURCES & TRAINING FOR MINISTRY

	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
3010 Commission on Youth Ministries	6,750	6,750	
3020 Commission on Education	9,000	8,000	
3030 Training and Consultative Services	4,000	5,000	
3050 Diocesan Resource Center	3,000	2,000	
3060 Commission on Evangelism	3,750	2,000	
3070 Commission on Liturgy and Music	3,000	2,000	
3080 Commission on Stewardship	1,536	1,500	
<b>TOTAL - OBJECTIVE III</b>	<b>33,036</b>	<b>27,250</b>	<b>27,250</b>

OBJ. IV - MINISTRY OF THE DIOCESE

4010 Commission on Ministry	3,000	2,000	
4020 Commission on Ecumenical Relations	2,150	2,500	
4030 Washington Association of Churches	5,525	6,000	
4040 Religious Broadcasting Corporation	4,500	-0-	
4050 Cathedral Chapter - TV Eucharist			
4051 Producer	4,200		
4052 Assistant Producer	2,400		
4053 Production Assistant	1,800		
4054 Alter Flowers, Supplies	1,200		
4060 Cathedral Chapter Program	9,600	9,600	
4070 Anglican Meeting Expense	1,500	1,000	
4080 Clergy Residency Grants and Program	600	600	
4090 The Olympic Churches	16,000	-0-	
4091 Editorial Services	43,500	44,000	
4092 Editorial Assistant Services			
4093 Photography, Artwork, Writing			
4094 Typesetting, Layout			
4095 List Maintenance			
4096 Printing, Addressing, Mailing			
4097 Postage			
4098 Travel, Miscellaneous			
4100 Commission on Communications	1,000	500	
4110 Episcopal Transition, Reserve Fund	8,000	10,000	
4120 Standing Committee	1,200	-0-	
<b>TOTAL - OBJECTIVE IV</b>	<b>96,375</b>	<b>76,200</b>	<b>76,200</b>

	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
<b>OBJ. V - MINISTRY OF LEADERSHIP</b>			
5010 Committee on Convention			
5011 Convention Meeting Expense	9,000	9,000	
5012 Secretary of Convention			
5013 Convention Recorder/Staff Services			
5014 Convention Mailings			
5015 Journal of Convention			
5020 Diocesan Council Mileage and Meeting Expense	2,500	3,000	
5050 National Church Quota	284,000	305,000	
5060 General Convention Assessment	19,951	21,500	
5070 General Convention Deputies' Expenses Reserve	3,600	3,600	
5080 Province VIII Quota	9,065	10,000	
5090 Directors and Officers' Liability Insurance	3,600	4,000	
<b>TOTAL - OBJECTIVE V</b>	<b>331,716</b>	<b>356,100</b>	<b>356,100</b>

OBJ. VI - MINISTRY OF ADMINISTRATION		1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
6020 Contingency Reserve				
6030 Diocesan Staff Travel & Meeting Expense		11,103	9,000	
6050 Diocesan House Plant Operation		13,500	13,000	
6051 Custodian - Salary (Full-time)				
- FICA	12,740			
- Medical, Dental, Life Insurance	898			
- Industrial Insurance	3,033			
	622	17,293		
6052 Heating		8,500		
6053 Electricity		1,650		
6054 Water & Sewer		700		
6055 Housekeeping Services		800		
6056 Housekeeping Supplies		2,700		
6057 Diocesan House Maint. and Repairs		3,000		
6058 Diocesan House Property Insurance		3,464		
		<u>36,107</u>	40,898	
6060 Diocesan Office & Central Services				
6061 Postage	13,650			
6062 Telephone	13,250			
6063 Mail Service Charges	1,500			
6064 General Office Supplies	8,300			
6065 Printing Costs	4,300			
6066 Word Processing Costs	2,100			
6067 Office Equipment Maint. & Repairs	4,800			
6068 New Equipment	3,000			
		<u>51,300</u>	52,000	
6070 Auditor's Fee: Operating Account		5,000	6,000	
		<u>119,010</u>	120,898	120,898
TOTAL - OBJECTIVE VI				

OBJ. VII - SERVICES TO DIOCESAN CONGREGATIONS

	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
<u>7010 Insurance Services, Congregations     &amp; Corporate</u>			
7011 Public Liability			18,656
7012 Blanket Position Bond			2,300
7013 Special Events Insurance			2,250
7014 Non-owned Auto Insurance			2,112
7015 Medicare Supplementary Insurance:			
Retired Clergy/Lay	52,934	50,250	
	10,000	11,000	
<u>7020 Commission/Committee Travel Exp.</u>			
<u>7100-7200 Conference &amp; Camping Center Comm.</u>			
7101 Watson Center	27,000	27,000	
7102 Diocesan Subsidy	8,000	8,000	
7200 St. Andrew's House			
<u>7201 Program Subsidy &amp; Revenue</u>			
7310 Cathedral Chapter: St. Mark's	37,378	21,770 (+ 14,672)	36,442
Maintenance & Repairs	1,200	1,200	
7320 Diocesan Archives: Program	15,000	15,000	
7330 Reserve for Assessment Shortfall	151,332	142,220	156,892
<b>TOTAL - OBJECTIVE VII</b>			

OBJ. VIII - STAFFING FOR MINISTRY

	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
<u>8000 Salaries</u>			
8100 Ministry to Human Need			
8101 Social Action Coordinator (8 Mrs. Weekly)	4,160	-0-	
<u>8200 Ministries to Special Populations</u>			
8201 Chaplain, U.W.	28,600		
8202 Campus Christian Ministry, W.V.S.U. (Part-time)	6,000		
8203 Mission Chaplain (Half-time)	14,612		
8204 Hospital Ministries Coordinator (Part-time)	7,000		
	56,212	-0-	
<u>8300 Staffing for Missions</u>			
8301 Diocesan Archdeacon	38,000	39,850	
8302 Regional Archdeacons (4) (Contract)	8,320	8,380	
	46,320	48,230	

	1985 (Admin.)	1986 (1-24-85)	1986 (4-25-85)
<b>8400 Staffing for Training &amp; Resources</b>			
8401 Youth Director	24,014	24,735	
8402 Education Director	30,300	31,210	
8403 Librarian (1,365 Hrs.)	11,616	11,965	
8404 Dean, School of Theology (Half-time)	11,747	12,100	
8406 Stewardship Consultant (Contract)	2,000	-0-	(+2,000) 2,000
	79,677	80,010	82,010
<b>8500 Ministry of the Bishop</b>			
8501 The Bishop of Olympia (Plus Housing Provided)	45,000	46,350	
8502 Supervisor, Clergy Residency Program (Contract)	3,000	-0-	
	48,000		
<b>8600 Ministry of Administration</b>			
8601 Deputy for Administration	32,000	34,000	
8602 Treasurer	38,688	39,850	
8603 Assistant Treasurer	22,000	22,800	
	92,688	96,650	
8604 Office Staff:	169,992	169,724	
Office Manager			
3 Executive Secretaries			
Secretary			
Print Shop Operator			
Mailroom Clerk			
Receptionist			
Bookkeeper/Word Proc. Op.			
Secretary, Youth			
Gen'l Clerk, O.C.			
Office Supply Services			
Temporary			
8605 Archivist	2,100	2,400	
<b>Total Salaries: Staffing for Ministry</b>	<b>499,149</b>	<b>423,564</b>	<b>425,564</b>



1986  
(4-25-85)1986  
(1-24-85)1985  
(Admin.)

8700 Bishop's Allowance and Executive Expense  
(Plus House provided)

8701 Bishop's House - Maintenance &amp; Repair

6702 - Insurance

8703 - Utilities

8704 Bishop's Auto Expense

8705 Bishop's Travel Expense

8706 Bishop's Executive Expense

8800 Pension &amp; Travel Allowance, Contract Staff

8801 Regional Archdeacons' Mileage

8802 Stewardship Consultant Mileage Expense

8803 Clergy Pensions - Regional Archdeacons (4)

- Stewardship Consultant

- Clergy Residency Supv.

8900 Pensions & Benefits: Diocesan Program/  
Admin./Support Staffs

8901 Clergy Employee Pension Assessments

8902 Lay Employee Pension Premiums

8903 Clergy &amp; Lay Insurance - Dental

- Life

- State Industrial

8904 Lay Employee Social Security Tax

Total Fringe Benefits &amp; Allowances

TOTAL - OBJECTIVE VIII

TOTAL - 1985 ADMINISTRATIVE BUDGET

17,500

2,500

-0-

1,545

-0-

-0-

4,045

18,952

36,727

42,662 (+7,000)

49,662

23,870

143,756

567,320

\$ 1,689,588

\$ 1,722,242

DIOCESE OF OLYMPIA

CONGREGATIONAL ASSESSMENTS FOR BUDGET YEAR 1986  
AS ADOPTED BY DIOCESAN CONVENTION 1985

(Based on 20.3% of Congregational Net Disposable Income for 1984)

<u>Parishes</u>	<u>Assessment 1986</u>	<u>Monthly Installment</u>
Aberdeen St. Andrew	\$ 12,292	\$ 1,024
Auburn St. Matthew	14,036	1,170
Bainbridge Is. St. Barnabas	31,574	2,631
Bellevue Resurrection	28,444	2,370
Bellevue St. Margaret	25,943	2,162
Bellingham St. Paul	22,935	1,911
Bremerton St. Paul	21,243	1,770
Burien St. Elizabeth	20,228	1,686
Centralia St. John	8,409	701
Chehalis Epiphany	7,669	639
Edmonds St. Alban	17,371	1,448
Everett Trinity	32,965	2,747
Freeland St. Augustine	11,501	958
Gig Harbor St. John	17,446	1,454
Hoquiam Holy Trinity	6,630	553
Issaquah St. Michael	18,490	1,541
Kenmore Redeemer	17,631	1,469
Kent St. James	39,800	3,317
Kirkland St. John	31,991	2,666
Longview St. Stephen	34,642	2,887
Medina St. Thomas	62,446	5,206
Mercer Island Emmanuel	42,346	3,529
Mount Vernon St. Paul	12,393	1,033
Oak Harbor St. Stephen	23,314	1,943
Olympia St. John	43,296	3,608
Orcas Island Emmanuel	12,094	1,008
Port Angeles St. Andrew	18,663	1,555
Poulsbo St. Charles	17,598	1,467
Puyallup Christ Church	14,829	1,236
Renton St. Luke	17,578	1,465
Seattle Ascension	24,027	2,002
Seattle Christ Church	18,428	1,536
Seattle Epiphany	71,531	5,961
Seattle St. Andrew	17,297	1,441
Seattle St. Clement	7,030	586
Seattle St. Dunstan	22,577	1,881
Seattle St. John/Baptist	18,338	1,528
Seattle St. Luke	57,531	4,794
Seattle St. Mark	78,747	6,562
Seattle St. Paul	28,917	2,410
Seattle St. Peter	10,142	845
Seattle St. Stephen	55,011	4,584
Seattle Trinity	38,893	3,241
Sequim St. Luke	12,688	1,057
Shelton St. David	10,780	898
Snohomish St. John	10,529	877
Tacoma Christ Church	34,346	2,862
Tacoma St. Andrew	18,631	1,553
Tacoma St. Luke	19,337	1,611
Tacoma St. Mary	18,227	1,519
Tacoma St. Matthew	14,611	1,218
Vancouver St. Luke	19,588	1,632
Sub-totals, Parish Assessments	\$ 1,293,003	\$ 107,752

<u>Missions</u>		<u>Assessment 1986</u>	<u>Monthly Installment</u>
Allyn	St. Hugh	\$ 3,632	\$ 303
Anacortes	Christ Church	6,765	564
Camano Island	St. Aidan	8,967	747
Camas-Washougal	St. Anne	7,546	629
Darrington	Transfiguration	1,334	111
Des Moines	St. Columba	11,957	996
Elma	St. Luke	3,055	255
Enumclaw	St. Catherine	3,983	332
Federal Way	Good Shepherd	17,600	1,467
Friday Harbor	St. David	9,183	765
Lacey	St. Benedict	13,043	1,087
Lopez	Grace Church	3,199	267
Maple Valley	St. George	2,275	190
Marysville	St. Philip	12,781	1,065
Meadowdale	St. Hilda/St. Patrick	9,429	786
Mill Creek	St. Francis	10,302	859
Monroe	Our Saviour	6,508	542
Montesano	St. Mark	1,493	124
Olympia	St. Christopher	2,324	194
Port Orchard	St. Bede	9,751	813
Port Townsend	St. Paul	8,639	720
Redmond	Holy Cross	16,127	1,344
Seattle	All Saints	7,695	641
Seattle	St. David	12,319	1,027
Seattle	St. George	13,248	1,104
Seattle	St. James/Jerusalem	8,390	699
Seattle	St. Margaret	4,987	416
Seaview	St. Peter	7,142	595
Sedro Woolley	St. James	10,029	836
South Bend	St. John	4,520	377
Steilacoom	St. Joseph/St. John	7,828	652
Tacoma	All Saints	11,427	952
Tahuya	St. Nicholas	3,977	331
Vancouver	All Saints	9,804	817
Vancouver	Good Shepherd	19,036	1,586
Vashon	Holy Spirit	12,532	1,044
Westport	St. Christopher	1,738	145
Whatcom County Mission		2,693	224
Sub-totals, Mission Assessments		\$ 307,258	\$ 25,606
Sub-totals, Parish Assessments		1,293,003	107,752
Total Congregational Assessments		<u>\$ 1,600,261</u>	<u>\$ 133,358</u>

VITAL AND FINANCIAL STATISTICS  
BASED ON 1984 PAROCHIAL REPORTS



VITAL AND FINANCIAL STATISTICS  
BASED ON 1984 PAROCHIAL REPORTS

VITAL AND FINANCIAL STATISTICS BASED ON 1984 PAROCHIAL REPORTS	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANT	PRESENT COMMUNICANT	OTHER CONFIRMANT	SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
1 Aberdeen, St Andrew	65	142	112	102	0	112	43	7	13	10	0	0	1	0	3	6	94	0	
2 Bainbridge Is, S Barnbs	350	974	891	937	34	110	138	21	27	21	5	18	9	0	14	12	323	147	2
3 Bellevue, Resurrection	183	451	277	282	0	105	175	38	20	6	3	0	0	0	8	1	315	170	3
4 Bellevue, St Margaret	311	879	539	486	10	153	122	46	17	8	1	2	6	0	10	4	445	286	1
5 Bellingham, St Paul	418	938	861	850	0	107	68	38	31	25	3	5	4	0	18	25	390	163	4
6 Bremerton, St Paul	206	480	315	287	81	108	111	0	42	15	2	0	0	0	0	2	234	104	0
7 Seattle, St Elizabeth	189	388	287	263	32	102	127	106	87	15	1	3	3	1	11	8	242	19	0
8 Centralia, St John	86	250	184	176	30	106	10	15	203	7	1	0	4	0	3	3	91	45	0
9 Chehalis, Epiphany	68	202	156	154	0	102	74	15	0	3	1	0	0	0	3	4	89	40	0
10 Edmonds, St Albans	220	583	407	407	25	107	74	16	12	13	1	6	3	0	9	11	259	101	0
11 Everett, Trinity	428	800	802	799	0	109	200	73	25	29	5	3	3	1	26	11	341	107	0
12 Freeland, St Augustine	91	229	192	197	5	102	56	4	56	1	0	0	3	3	5	1	126	60	0
13 Gig Harbor, St John	129	295	266	265	0	106	58	6	10	4	2	0	1	0	6	9	179	54	0
14 Hoquiam, Holy Trinity	59	140	111	114	0	50	189	24	67	4	2	0	0	0	5	7	52	30	0
15 Issaquah, S Mich/Angels	117	345	134	139	14	109	64	13	16	12	1	0	3	1	6	6	151	44	0
16 Kenmore, Redeemer	153	515	416	414	0	101	213	7	2	19	1	0	5	0	9	3	257	139	39
17 Kent, St James	431	1082	709	626	27	153	143	13	118	44	7	10	8	1	36	11	367	264	170
18 Kirkland, St John	298	1007	552	509	0	129	119	176	53	15	2	6	6	2	6	6	382	260	52

\* Indicates incomplete or obsolete data.



VITAL AND FINANCIAL STATISTICS BASED ON 1984 PAROCHIAL REPORTS	HOUSEHOLDS	SERVICES OF HOLY COMMUNION										BAPTISMS CONFIRMATIONS						PUPILS			
		BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL		
19 Longview, St Stephen	336	797	429	403	60	169	174	79	69	25	1	0	5	0	5	13	291	215	0		
20 Medina, St Thomas	707	1800	1278	1278	0	160	215	288	403	19	4	5	7	0	24	21	606	203	171		
21 Mercer Island, Emmanuel	375	1429	860	854	200	105	115	31	7	12	1	22	0	0	11	14	303	62	134		
22 Mt Vernon, St Paul	125	280	177	167	48	95	66	17	7	7	2	0	4	1	5	8	132	37	0		
23 Oak Harbor, St Stephen	167	399	259	251	0	107	149	38	25	19	0	0	2	0	7	6	234	148	0		
24 Olympia, St John	481	874	708	720	50	107	126	66	543	16	10	1	13	2	4	16	355	154	0		
25 Eastsound, Emmanuel	125	205	81	80	20	74	8	2	33	4	0	0	2	0	3	3	103	44	0		
26 Pt Angeles, St Andrew	200	496	412	407	48	162	82	116	73	19	5	0	3	1	6	17	265	77	0		
27 Poulsbo, St Charles	156	395	284	289	21	155	90	21	9	11	4	16	7	6	6	7	229	116	0		
28 Puyallup, Christ	257	546	476	490	40	115	82	19	21	18	1	0	4	0	10	11	218	115	0		
29 Renton, St Luke	245	704	433	434	0	105	133	22	5	15	4	0	0	0	23	13	208	92	0		
30 Seattle, Ascension	323	665	481	507	0	109	130	139	231	14	2	3	11	6	11	8	350	150	0		
31 Seattle, Christ	263	276	239	246	23	106	77	30	7	17	5	0	6	1	8	13	202	55	0		
32 Seattle, Epiphany	512	1047	1012	1008	0	108	138	185	14	12	6	3	11	1	21	16	369	187	0		
33 Seattle, St Andrew	193	336	193	200	0	103	71	146	9	9	3	13	3	0	9	10	225	66	0		
34 Seattle, St Clement	67	126	79	88	0	52	44	14	35	1	0	3	0	0	2	1	74	24	0		
35 Seattle, St Dunstan	324	771	691	682	69	118	132	100	120	22	4	1	0	0	15	28	224	75	0		
36 Seattle, St John	270	516	399	416	0	107	157	48	41	3	2	0	11	3	6	12	187	52	0		

VITAL AND FINANCIAL STATISTICS  
BASED ON 1984 PAROCHIAL REPORTS

VITAL AND FINANCIAL STATISTICS BASED ON 1984 PAROCHIAL REPORTS	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	HOLY COMMUNION							BAPTISMS CONFIRMATIONS						PUPILS		
						SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL		
37 Seattle, St Luke	366	544	445	459	0	108	65	75	23	16	2	4	13	2	4	12	508	258	0		
38 Seattle, St Mark	868	1844	854	884	0	170	170	85	118	36	5	0	8	0	20	11	1075	212	0		
39 Seattle, St Paul	251	405	411	389	0	113	332	313	383	7	4	0	10	0	11	9	233	29	0		
40 Seattle, St Peter	164	336	263	266	0	97	108	36	259	5	1	0	5	0	9	5	148	45	0		
41 Seattle, St Stephen	486	1690	1237	1239	0	114	112	98	37	21	5	14	3	0	24	16	488	243	0		
42 Seattle, Trinity	261	398	309	288	21	106	174	54	283	8	0	0	4	1	13	11	232	30	0		
43 Sequim, St Luke	148	282	221	227	0	107	118	32	5	0	0	0	1	0	4	7	150	41	0		
44 Shelton, St David	137	367	219	226	0	159	134	44	22	4	3	0	13	0	10	14	192	116	0		
45 Snohomish, St John	106	269	213	203	0	102	16	7	133	6	1	0	0	0	6	8	92	56	0		
46 Tacoma, Christ	368	862	827	802	0	108	226	32	1	9	3	0	0	0	12	20	297	119	0		
47 Tacoma, St Andrew	204	490	469	481	0	101	37	2	4	13	2	10	9	3	5	4	288	77	0		
48 Tacoma, St Luke	240	550	490	482	3	79	50	9	35	12	5	0	0	0	13	17	216	97	95		
49 Tacoma, St Mary	214	426	298	305	0	107	76	15	181	14	0	0	0	0	7	7	249	91	0		
50 Tacoma, St Matthew	113	253	129	156	0	139	116	24	30	6	20	4	30	0	1	5	185	130	0		
51 Vancouver, St Luke	293	525	325	337	12	94	87	39	232	17	6	4	5	0	9	14	213	43	0		
52 Allyn, St Hugh	29	58	41	48	2	51	5	1	9	0	0	0	7	0	0	0	33	10	0		
53 Anacortes, Christ	91	169	98	119	28	105	14	31	8	3	0	11	4	4	3	3	123	55	0		
54 Auburn, St Matthew	137	606	144	155	6	106	60	12	31	11	0	0	5	3	2	3	156	47	0		

VITAL AND FINANCIAL STATISTICS BASED ON 1984 PAROCHIAL REPORTS	SERVICES OF HOLY COMMUNION										BAPTISMS CONFIRMATIONS					PUPILS			
	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
55 Camano Island, St Aidan	72	126	128	115	10	96	15	2	60	0	0	3	0	0	3	4	73	30	0
56 Camas-Washouga, St Anne	52	106	49	42	2	54	72	13	22	10	0	3	1	0	2	5	69	38	0
57 Darrington, Transfgtrion	21	52	25	26	1	34	2	1	45	0	0	0	0	0	0	2	27	21	0
58 Des Moines, St Columba	138	261	203	205	0	110	83	12	11	5	1	4	2	1	11	4	141	58	0
59 Elma, St Luke	18	32	0	27	0	40	9	1	12	2	1	0	5	0	0	1	24	0	0
60 Enumclaw, St Catherine	41	88	46	43	10	106	8	2	16	2	0	0	0	1	2	6	51	10	0
61 Federal Way, Gd Shephrd	178	544	361	372	10	110	72	10	24	20	4	10	7	2	14	10	277	111	0
62 Hunter Pnt, S Chris	37	94	84	92	0	49	3	1	6	1	0	0	0	0	3	2	48	26	0
63 Lacey, St Benedict	140	331	299	331	0	98	75	9	17	7	0	0	0	0	3	6	160	0	0
64 Lopez, Grace	26	36	0	30	1	42	7	0	2	1	2	0	0	0	1	3	26	0	0
65 Maple Valley, St George	30	59	29	30	0	54	6	3	57	4	0	0	0	0	2	0	42	12	0
66 Marysville, St Philip	132	371	203	201	0	104	48	31	12	7	2	6	6	0	7	5	126	60	0
67 Meadowdale, S Hilda/Pat	80	191	149	148	0	87	29	12	59	7	0	0	0	0	5	3	90	48	0
68 Mill Creek, St Francis	43	150	99	85	0	52	54	6	131	0	0	0	0	0	3	3	65	36	0
69 Monroe, Our Saviour	39	106	48	55	10	53	61	1	4	9	1	0	0	0	2	0	50	40	0
70 Montesano, St Mark	25	50	39	38	0	22	0	0	0	0	0	0	0	0	0	1	20	0	0
71 North Skagit Missio, .. Rockport, St Martin Sedro Woolley, St James	63	147	112	103	0	102	45	9	0	4	3	6	3	1	6	2	85	56	0
72 Port Orchard, St Bede	75	179	101	111	0	95	50	42	11	2	2	8	4	2	1	1	86	38	0

VITAL AND FINANCIAL STATISTICS  
BASED ON 1984 PAROCHIAL REPORTS

	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
73 Port Townsend, St Paul	131	239	169	164	0	103	61	5	0	6	1	0	0	0	7	6	97	25	0
74 Redmond, Hly Cross	134	396	157	178	65	108	48	14	2	14	1	4	0	2	7	5	186	33	0
75 San Juan Mission, ..	72	55	72	52	0	116	129	5	39	6	0	5	0	0	3	9	74	48	0
Friday Harbor, St David Shaw Island, St Thomas																			
76 Seattle, All Saints	90	192	131	135	0	112	37	31	27	1	1	0	3	0	2	10	94	76	0
77 Seattle, St David	83	208	192	112	26	109	110	8	380	6	1	0	0	0	5	4	149	56	0
78 Seattle, St George	89	155	230	97	22	108	62	107	254	8	0	1	3	0	4	4	96	32	0
79 Seattle, St James	63	88	41	41	0	57	3	4	64	5	1	0	0	0	0	10	32	20	0
80 Seattle, St Margaret	43	79	59	49	0	54	13	2	3	2	0	0	1	0	3	1	60	26	0
81 Seaview, St Peter	66	125	85	87	10	29	49	13	34	0	0	0	0	0	1	1	31	68	0
82 S Bend, St John	38	101	52	51	4	24	4	2	37	2	0	3	0	0	1	2	26	3	0
83 Steilaco, S Joseph/John	77	148	118	106	17	107	81	31	14	1	1	1	1	0	6	2	74	24	0
84 Tacoma, All Saints	84	182	130	134	0	100	4	16	0	6	4	4	4	2	4	4	113	41	0
85 Tahuya, St Nicholas	32	49	21	25	0	51	4	0	8	3	0	0	2	2	1	1	36	16	0
86 Vancouver, All Saint	79	188	82	98	8	102	22	12	10	0	0	12	4	4	0	2	88	51	0
87 Vancouver, Gd Shephrd	188	428	215	228	0	102	153	6	62	13	3	0	3	1	5	13	276	140	0
88 Vashon, Hly Spirit	131	298	162	182	42	114	66	17	363	18	4	6	6	2	5	7	125	83	0
89 Westport, St Christo	16	27	23	25	0	41	0	25	25	0	1	0	0	0	0	0	16	0	0
90 Whatcom County Miss, .. Blaine, Christ Everson, St John	36	67	61	57	2	44	4	5	60	1	0	0	0	0	0	2	57	10	0
16066	37384	26670	26468	1149	8783	7362	3346	6116	855	183	243	320	63	626	654	16864	6940	764	

# PLEDGES FOR NEXT YEAR

## VITAL AND FINANCIAL STATISTICS BASED ON 1984 PAROCHIAL REPORTS

### RECEIPTS

### DISBURSEMENTS

### CLERGY SALARIES (in \$100)

### PROPERTY

	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD	PER WEEK	TOTAL RECEIPTS	GEN. CHURCH AND	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET	PROPERTY VALUE	INSURANCE
1 Aberdeen, St Andrew	64	40674	55261	16.35	62619	13042	1671	50720	66543	280	0	60853	799546	799546	799546
2 Bainbridge Is, S Barnbs	265	181421	155617	8.55	160691	29447	0	130567	160014	364	240	156601	615452	615452	694185
3 Bellevue, Resurrection	133	0	145722	15.31	162541	23494	16998	111888	155639	334	123	146568	776400	776400	776400
4 Bellevue, St Margaret	217	170138	164654	10.18	294980	26024	10374	106595	190163	395	0	180837	1118898	1118898	1064876
5 Bellingham, St Paul	218	100631	111710	5.14	137383	26609	1426	94335	124814	216	0	116211	1042000	1042000	1042000
6 Bremerton, St Paul	138	106500	110535	10.32	118064	22409	7178	89861	119448	0	0	112956	976562	976562	976562
7 Seattle, St Elizabeth	138	104060	112429	11.44	119895	20811	4459	80304	109896	322	0	118044	1120000	1120000	1120000
8 Centralia, St John	59	28000	31697	7.09	36816	7569	0	33961	41530	193	0	36816	360587	360587	360587
9 Chehalis, Epiphany	37	25722	29289	8.28	40480	3198	2771	36346	43502	193	0	31715	347286	347286	347286
10 Edmonds, St Albans	140	76000	85664	7.49	93900	16725	5842	72538	97804	211	0	88475	688433	688433	688433
11 Everett, Trinity	200	133219	148679	6.68	163130	34175	0	125044	159946	160	259	163130	512235	512235	512235
12 Freeland, St Augustine	75	54133	48911	10.34	62092	11833	2967	46340	61140	317	0	56657	340000	340000	340000
13 Gig Harbor, St John	114	97436	87277	13.01	114271	17585	4647	68501	93865	205	0	90278	1164250	1164250	809900
14 Hoquiam, Holy Trinity	32	26420	32103	10.46	34868	6520	1772	26014	34859	131	0	32792	353071	353071	353071
15 Issaquah, S Mich/Angels	83	67027	87830	14.44	103010	17805	1409	67620	97250	297	0	94104	220100	220100	220100
16 Kenmore, Redeemer	108	99300	93815	11.79	98032	3000	917	81043	84960	322	0	96611	266000	266000	266000
17 Kent, St James	0	0	156550	6.99	250507	32007	32223	160027	499813	282	262	211554	1776500	1776500	1776500
18 Kirkland, St John	209	172395	166298	10.73	176925	26078	15761	139684	183519	357	255	173043	1232715	1232715	1232715

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\* Indicates incomplete or obsolete data.



VITAL AND FINANCIAL STATISTICS BASED ON 1984 PAROCHIAL REPORTS	PLEDGES FOR NEXT YEAR			RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in \$100)			PROPERTY		
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD	PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
19 Longview, St Stephen	180	157756	168660	9.65	216109	36925	18096	137405	211015	327	210	176029	1388861	1388861	1388861
20 Medina, St Thomas	477	333356	335609	9.13	412606	61660	31591	236105	420572	489	316	341854	1171858	1171858	1171858
21 Mercer Island, Emmanuel	193	146026	208488	10.69	229676	44288	11128	164635	221978	306	38	221675	449351	449351	449351
22 Mt Vernon, St Paul	107	57928	62579	9.63	64480	6756	624	53009	61581	297	0	63442	558159	558159	558159
23 Oak Harbor, St Stephen	107	118000	130587	15.04	146298	17889	18904	98845	154020	351	208	132990	715301	715301	705757
24 Olympia, St John	305	205818	209091	8.36	285338	46781	52382	166594	286469	411	0	230082	2774000	2774000	2729625
25 Eastsound, Emmanuel	52	35934	43295	6.66	63352	13082	222	40198	56749	297	0	63030	334000	334000	334000
26 Pt Angeles, St Andrew	121	85233	82414	7.92	112090	16763	6032	81580	116440	300	125	94105	659380	659380	659380
27 Poulsbo, St Charles	134	100000	90751	11.19	114405	17160	3882	74572	102566	327	0	91912	467353	467353	467353
28 Puyallup, Christ	141	84624	77966	5.83	97546	17520	3955	67058	97816	261	0	85807	682581	682581	682581
29 Renton, St Luke	151	80426	77947	6.12	108687	16562	20566	70942	109110	219	0	89026	1150000	1150000	1059760
30 Seattle, Ascension	190	131838	133853	7.97	148150	19738	13197	104689	146342	325	42	134818	1283466	1283466	1122370
31 Seattle, Christ	157	86351	84287	6.16	102857	20441	2064	85666	130983	315	0	90220	1023000	1023000	1023000
32 Seattle, Epiphany	341	275000	308799	11.60	527070	67800	21434	293166	497097	445	81	360126	811574	811574	811574
33 Seattle, St Andrew	185	112130	103576	10.32	121972	17863	9667	83477	123394	221	30	107168	2188000	2188000	2188000
34 Seattle, St Clement	39	39056	32723	9.39	42231	7465	1826	25869	37560	153	0	40772	358139	358139	358139
35 Seattle, St Dunstan	190	94609	103712	6.16	124889	23813	1055	99420	124288	0	0	111510	539033	539033	539033
36 Seattle, St John	158	87048	89714	6.39	106026	18025	5928	80736	104689	253	0	101572	1185000	1185000	1185000

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VITAL AND FINANCIAL STATISTICS  
BASED ON 1984 PAROCHIAL REPORTS

	PLEDGES FOR NEXT YEAR			RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in \$100)			PROPERTY		
	PLEDGING HOUSEHOLDS	AMOUNT PLEGGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET	PROPERTY VALUE	INSURANCE	
37 Seattle, St Luke	302	0	381163	20.03	403753	61302	51264	244455	384784	372	338	395554	1535819	1535819	1535819
38 Seattle, St Mark	417	297808	318452	7.06	514911	85337	41361	364421	491119	305	158	443400	1998396	1998396	1998396
39 Seattle, St Paul	168	148800	160866	12.33	179212	26263	5639	133100	166652	276	119	166080	1097602	1097602	1097602
40 Seattle, St Peter	39	25730	50319	5.90	59993	10805	16874	39976	67655	238	0	50319	905000	905000	847701
41 Seattle, St Stephen	410	290543	285891	11.31	374866	59081	31591	228030	352577	206	276	289461	3025402	3025402	3025402
42 Seattle, Trinity	149	87233	97084	7.15	409387	43769	28429	161957	255476	252	0	207500	2497367	2497367	2497367
43 Sequim, St Luke	106	61656	62850	8.17	65696	13114	1500	49669	65737	212	0	65696	217460	217460	217460
44 Shelton, St David	70	53000	59705	8.38	66905	10641	0	57307	67948	237	0	66905	702567	702567	702567
45 Snohomish, St John	83	0	46824	8.49	52690	7583	0	45186	52769	190	0	52690	471846	471846	507109
46 Tacoma, Christ	151	112000	141151	7.38	180451	35761	10285	135292	184809	330	0	152851	2770266	2865154	2865154
47 Tacoma, St Andrew	126	104538	97550	9.20	103454	16988	7179	73459	104623	360	0	103454	554855	554855	554855
48 Tacoma, St Luke	165	98531	97670	7.83	105169	15819	3104	93654	114581	190	0	104809	1535000	1535000	1535000
49 Tacoma, St Mary	132	119050	113513	10.20	157208	20301	5510	63445	179435	200	0	126970	979823	979823	979823
50 Tacoma, St Matthew	75	72635	73299	12.47	80635	11097	1903	60101	87333	297	0	73901	414068	414068	414068
51 Vancouver, St Luke	148	82886	81684	5.36	98783	12200	729	83049	111978	310	0	98054	2335000	2335000	2335000
52 Allyn, St Hugh	22	12500	13030	8.64	18467	3368	294	14287	18961	81	0	13695	55327	55327	55327
53 Anacortes, Christ	60	27663	29474	6.23	46663	5218	397	25195	35061	43	0	33724	165981	165981	165981
54 Auburn, St Matthew	69	54852	55754	7.83	74251	12075	3318	57411	76743	302	0	66425	488274	488274	488274

VITAL AND FINANCIAL STATISTICS  
BASED ON 1983 PAROCHIAL REPORTS

VITAL AND FINANCIAL STATISTICS BASED ON 1983 PAROCHIAL REPORTS	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS		CLERGY SALARIES (in \$100)			PROPERTY			
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
55 Camano Island, St Aidan	38	21772	30193	8.06	44888	10969	500	37912	49381	120	0	31763	159457	159457
56 Canas-Washouga, St Anne	26	26226	26857	9.93	50259	7817	787	32409	41013	163	0	34962	249967	249967
57 Darrington, Transfgtrion	17	3800	3419	3.13	8986	1561	230	5215	7630	12	0	3444	45234	45234
58 Des Moines, St Columba	81	56161	63741	8.88	75760	11113	2496	57532	71141	237	0	73964	268000	259160
59 Elma, St Luke	11	8952	8894	9.50	15410	2277	0	9045	11322	0	0	11054	100000	100000
60 Enumclaw, St Catherine	32	18746	20203	9.48	20563	4546	300	21036	26070	71	0	20563	237377	237377
61 Federal Way, Gd Shephrd	88	106150	104719	11.31	138733	14888	13236	74421	102955	244	0	111339	677665	677665
62 Hunter Pnt, S Chris	17	13646	11630	6.04	11853	3353	0	8526	11879	119	0	11769	175000	175000
63 Lacey, St Benedict	99	60996	53858	7.40	108268	8165	1083	52473	104299	284	1	56598	11618	11618
64 Lopez, Grace	25	13558	12563	9.29	21285	1000	223	12988	14211	149	0	12762	55090	146370
65 Maple Valley, St George	21	11048	12223	7.84	15028	2120	536	7661	11141	31	0	12223	26000	25240
66 Marysville, St Philip	66	38000	48668	7.09	76818	13660	1519	53619	69457	217	0	57073	375000	375000
67 Meadowdale, S Hilda/Pat	44	28816	31563	7.59	56868	5743	199	44219	53544	151	0	31563	166042	158537
68 Mill Creek, St Francis	22	29062	28479	12.74	56662	10570	120	42525	53215	264	0	28503	112000	112000
69 Monroe, Our Saviour	22	17106	21567	10.63	29322	3255	1001	29661	33917	160	0	21681	61773	31773
70 Montesano, St Mark	16	7476	6217	4.78	9082	2886	116	2665	5667	0	0	8894	183139	183139
71 North Skagit Missio, .. Rockport, St Martin Sedro Woolley, St James	38	45500	43993	13.43	64196	9829	2852	40448	63849	267	0	47407	358965	358965
72 Port Orchard, St Bede	52	34917	36814	9.44	54606	9111	1300	39291	52676	175	0	41136	159766	159766

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\* Indicates incomplete or obsolete data.

	PLEDGES FOR NEXT YEAR	RECEIPTS				DISBURSEMENTS				CLERGY SALARIES (in \$100)			PROPERTY		
		PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET	PROPERTY VALUE	INSURANCE
VITAL AND FINANCIAL STATISTICS BASED ON 1983 PAROCHIAL REPORTS															
73	Port Townsend, St Paul	59	40125	40703	5.98	43048	9486	2284	36659	49057	225	0	40703	404308	404308
74	Redmond, Hly Cross	93	106854	102235	14.67	120678	15343	1087	58830	115403	327	0	103878	415507	415507
75	San Juan Mission, ..	43	32653	32949	8.80	46785	10943	80	45510	74213	237	0	37705	249610	249610
	Friday Harbor, St David														
	Shaw Island, St Thomas														
76	Seattle, All Saints	60	35000	37607	8.04	39363	7481	672	29213	37586	163	0	38390	423350	423350
77	Seattle, St David	46	36660	52978	12.27	65944	15005	3161	46310	66030	28	79	54363	366446	366446
78	Seattle, St George	53	50198	56785	12.27	74988	13548	3728	52102	74116	297	0	59168	628714	628714
79	Seattle, St James	27	6500	6235	1.90	54604	8761	3718	43515	55994	0	0	6235	0	0
80	Seattle, St Margaret	23	23864	26028	11.64	28830	5742	2824	21793	31212	123	0	28221	125000	116021
81	Seaview, St Peter	25	13500	14242	4.15	34303	7943	2613	27227	37783	162	0	33690	358000	358000
82	S Bend, St John	22	9031	11808	5.98	23480	4475	135	16018	20628	87	0	15770	119878	119878
83	Steilaco, S Joseph/John	62	33000	36509	9.12	49140	8478	341	33233	47019	180	0	38039	215727	215727
84	Tacoma, All Saints	86	45550	46125	10.56	59319	9505	289	52123	63436	297	0	47530	643734	643734
85	Tahuya, St Nicholas	26	12500	14075	8.46	23378	4033	185	15902	20120	81	0	17180	165720	165720
86	Vancouver, All Saint	50	41000	40819	9.94	77642	10913	2342	48369	63533	317	0	42507	226000	223742
87	Vancouver, Gd Shephrd	108	140628	145556	14.89	181196	16606	14767	77477	147677	327	0	147677	887826	114502
88	Vashon, Hly Spirit	56	56000	62799	9.22	64916	10490	1802	51800	75309	267	0	63537	312618	312618
89	Westport, St Christo	8	3640	6089	7.32	10572	2242	0	5617	8718	24	0	7745	111191	111191
90	Whatcom County Miss, ..	31	13885	16216	8.66	19417	2402	2018	11280	17100	22	0	17486	210658	190709
	Blaine, Christ														
	Everson, St John														
9743		9743	6606154	7649730	9.16	10122670	1545843	610889	6659972	9933916	0	0	8431393	62485524	61154147





JOURNAL  
OF THE  
SEVENTY-SIXTH ANNUAL MEETING  
OF THE  
DIOCESE OF OLYMPIA



NOVEMBER 7- 8, 1986

SEATTLE, WASHINGTON





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## BEQUESTS

The Minister of the congregation is directed to instruct the People, from time to time, about the duty of Christian parents to make prudent provision for the well-being of their families, and of all persons to make wills, while they are in health, arranging for the disposal of their temporal goods, not neglecting, if they are able, to leave Bequests for religious and charitable uses. (1979 Book of Common Prayer, page 445).

Bequests in our Wills make it possible for us to continue our interest and support of the Church's work, and give to the Church more power and stability to do what our Lord commands us to do. Bequests for mission churches are administered by the Board of Directors and the Board will also gladly administer funds left to parish churches or other diocesan institutions.

Your lawyer will help you in making your Will. He will want to know that the following form of bequest is the appropriate one. You may want to add any special purposes for which you wish your bequest to be used, or some particular parish or mission church you want the help to go to. The Board, of course, is bound to abide by your decision.

### FORM OF BEQUEST

I hereby give, devise and bequeath unto the DIOCESE OF OLYMPIA, INC., a corporation organized and existing under and by virtue of the laws of the State of Washington, for religious, educational, and charitable use, the sum of \$\_\_\_\_\_.

### CANON 17 STATED OFFERINGS

(a) The Church School Lenten Offering for special missionary purpose designated by the Executive Council.

(b) An offering on Thanksgiving Day or the Sunday previous to or following, for the Diocesan Emergency Fund or such other purposes as the Convention or Council may determine.

(c) An offering for the Bishop's Discretionary Fund on the day of the canonical visitation of the Bishop.

### Resolution - May 23, 1955

The annual offering now raised in our churches to further the work of education for the ministry of the Church, on a day known as Theological Education Sunday, to be divided equally, one-half to the Church Divinity School of the Pacific, and one-half at the discretion of the clergyman in charge, to the seminary or seminaries represented on the staff of the church in which the offering is taken. In the event of a vacancy in a parish or mission the entire amount is to be given to the Church Divinity School of the Pacific.



THE SEVENTY-SIXTH ANNUAL MEETING  
THE DIOCESE OF OLYMPIA

DIOCESAN HOUSE 1551 Tenth Avenue East, Seattle, Wa. 98102  
Mailing Address: PO Box 12126, Seattle, WA 98102  
Telephone: (206)325-4200

OFFICERS OF THE CONVENTION

THE BISHOP

The Right Reverend Robert H. Cochrane, D.D.

THE SECRETARY

The Venerable Paul E. Langpaap, D.D.

THE TREASURER

Mrs. Joyce McConnell

THE CHANCELLOR

Mr. Dewitt Williams

THE REGISTRAR AND HISTORIOGRAPHER

The Reverend Charles F. Schreiner, Ph.D.

THE ARCHIVIST

Mrs. Peggy Hansen

THE STANDING COMMITTEE

The Rev. Timothy Nakayama	1987	Mr. Allen Ruth	1987
The Rev. Canon Carla Berkedal	1988	Mrs. Roberta Montgomery	1988
The Rev. Allan Parker	1989	Mr. George McPheeters	1989
The Rev. Stephen Gehrig	1990	Mrs. Ruth Schmidt	1990

THE CONVOCATION PRESIDENTS

Central	Dr. Andrew Beelik
Northern	The Rev. Don L. Smith
Overlake	The Rev. Jon Stasney
Peninsula	The Rev. Alan Jordan
Pierce	The Rev. Douglas Hadley
Seattle North	The Rev. Barrett Lindsey
Seattle South	The Rev. Stephen Gehrig
Southern	The Rev. Robert Rhodes
South King	The Rev. Jon Lindenauer



# THE DIOCESAN COUNCIL

The Bishop, The Rt. Rev. Robert Hume Cochrane  
The President, Standing Committee, The Rev. Timothy Nakayama

## Elected by Convention:

### Class of 1987

The Rev. Michael Creighton  
Mr. Richard Gadsden  
Mrs. Patricia Walker

### Class of 1989

The Rev. James Blundell  
Mrs. Mary O. Haller  
Mrs. Carol LaBelle

### Bishop's Appointments:

1987 Mrs. Doreen Miller  
1989 Mr. Douglas Oles

### Class of 1988

Mr. Clifford Flanary  
The Rev. Edward Leche  
Mrs. Constance Moorehead

### Class of 1990

Mr. Duncan A. Bayne  
Mrs. Jane Clemmons  
The Rev. David Heaney

1988 Mr. John Marshall  
1990 The Rev. Edward H. Rankin

## DIOCESE OF OLYMPIA, PROGRAM AND ADMINISTRATION

The Bishop, The Rt. Rev. Robert H. Cochrane, D.D.  
The Ven. Paul E. Langpaap, D.D., Archdeacon of Olympia  
The Ven. Wallace Bristol, D.D., Archdeacon Metropolitan Seattle\*  
The Ven. William M. Burnett, Archdeacon Northern Area\*  
The Ven. Robert L. Christie, Archdeacon Central & Southern Area\*  
The Ven. John B. Winn, Archdeacon Pierce County & Peninsula Area\*  
Dr. James F. Hodges, Vice President for Finance  
Mr. Raymond Copin, Deputy for Administration  
Mrs. Joyce McConnell, Treasurer  
Mr. John Cosby, Huston Center Director  
Ms. Kimberly Marlowe, Editor, Evergreen Messenger\*  
Ms. Betsy Greenman, Director for Christian Education  
Ms. Nancy Harris, Dean, Diocesan School of Theology\*  
Mr. & Mrs. Carmen Jordan, Managers, St. Andrews House  
Mrs. Charlotte Ellis, Pastoral Care Program Coordinator\*  
Mrs. Nancy Harris, Clergy Residency Program Coordinator\*  
Mrs. Nancy Wolfe, Director for Youth

\* Part time

## THE CATHEDRAL CHAPTER

The Bishop, The Rt. Rev. Robert H. Cochrane  
Interim Rector, The Rev. John Bell  
Standing Committee President, The Rev. Timothy Nakayama  
The Chancellor of the Diocese, Mr. Dewitt Williams  
The Chancellor of the Cathedral, Mr. J. Vernon Williams

### From the Cathedral Congregation:

Ms. Jean Lee  
Mr. Ross Radley  
Dr. J. Marjorie Anderson  
Mr. Ken Munson

### Elected by Convention:

The Rev. Charles A. Forbes, Jr.  
Mrs. Andrea Williams  
The Rev. Mark J. Miller  
Mr. Mel Matteson  
The Rev. Ralph Stewart  
Dr. Michael Evans

# THE CHURCHWOMEN

President	Mrs. Williams Monks (Sharon)
First Vice-President	Mrs. Daniel Lyons (Maureen)
Second Vice-President	Mrs. Charles Dean (Eloise)
Third Vice-President	Mrs. Russell Emerson (Zoe)
Secretary	Mrs. Gerald Wheeler (Mary)
Treasurer	Mrs. Frank Anderson (Chris)
United Thank Offering Treasurer	Mrs. Charles Gailey, Jr. (Dot)
Members at Large, Executive Board:	Mrs. Richard Connelly (Mary)
	Mrs. Gordon Grayum (Mickie)
	Mrs. Donald Mullins (Judy)
	Mrs. Ralph Fuller (Marie)
	Mrs. Roy H. McDaniel (Sheila)
Altar Guild Directress	Mrs. George German (Eleanor)
Church Periodical Club	Mrs. Herbert Nelson (Alice)
Daughters of the King	Mrs. David A. Johnson (June)
Girls Friendly Society	
Student Memorial Fund	Mrs. Stephen Mergler (Wilma)

## BOARD OF DIRECTORS - DIOCESE OF OLYMPIA, INC.

Ex Officio	The Rt. Rev. Robert H. Cochrane, President
	Dr. James F. Hodges, Vice-President
	Mrs. Joyce McConnell, Treasurer
	The Ven. Paul E. Langpaap, Secretary
	Mr. Dewitt Williams, Chancellor

Directors Appointed by Bishop, Confirmed by Diocesan Convention

Mr. Norton Clapp	1987
Mr. William Wilton	1987
Mr. Samuel H. Brown	1988
Mr. William E. Schneider	1988
The Rev. James H. Blundell	1989
Miss Patsy Turnipseed	1989
Mrs. Holt Webster (Kate)	1989

## OFFICERS OF THE CORPORATION

The Rt. Rev. Robert H. Cochrane, President  
 Dr. James F. Hodges, Vice-President for Finance  
 Mr. Raymond Copin, Vice-President for Administration  
 The Ven. Paul E. Langpaap, Secretary  
 Mrs. Ruth S. Adams, Assistant Secretary  
 Mrs. Joyce McConnell, Treasurer  
 Mrs. Christine Smith-Clark, Assistant Treasurer

## DIOCESAN INVESTMENT FUND BOARD

Ex Officio:     The Rt. Rev. Robert H. Cochrane, D.D.  
                  Dr. James F. Hodges, Vice-President  
                  Mr. Raymond Copin, Vice-President  
                  Mrs. Joyce McConnell

Mr. William Wilton, Chairman	Mr. C. Calvert Knudsen
Mr. John D. Baker	Mr. George M. Lhamon
Mr. McCall Richey	Mr. Furman Moseley
Mr. Bruce Robb	

## THE TRIAL COURT

The Rev. Canon William Forbes, Chairman	
The Rev. Susan Creighton	The Rev. John P. Gorsuch
The Hon. George E. Revelle	The Hon. Hardyn B. Soule
The Hon. Eugene A. Wright	The Hon. Stanley Taylor

## COMMISSION ON CHURCH ARCHITECTURE

The Bishop, ex officio	
The Archdeacon of Olympia, Paul E. Langpaap, Chairman	
Mr. Michael E. Chang	Mr. Austin Grant
Mr. R. D. Melim	Mr. James E. Perry
The Rev. Ralph Stewart	Mr. Gary Tisdale
The Rev. Walter Truitt	Mr. Lawrence Waldron
Mr. Peter Hallock, Canon Precentor	

## COMMISSION ON MINISTRY

The Bishop, The Right Reverend Robert H. Cochrane	
The Rev. Donald G. Brown, Convenor	
The Rev. Barrett K. Lindsey	Mr. C. Frederick Miller
Mrs. Richard MacLean (Beryl)	The Rev. Kevin E. Martin
Mr. James Church	

Ms. Nancy Harris, Dean, School of Theology  
   Coordinator, Clergy Residency Program

The Ven. Paul E. Langpaap, Deputy for Clergy and  
   Congregations

Mrs. George Shipman (Evelyn), Secretary of Vocations

## HOUSE OF YOUNG CHURCHMAN President - Duncan Wilson

## HONORARY CANONS OF THE DIOCESE OF OLYMPIA

The Rev. John H. Backus	The Rev. Dennis J. Bennett
The Rev. George Foster Pratt	The Rev. Rudolf Devik
The Rev. Canon William Forbes	

## HONORARY CANONS OF OTHER DIOCESES

The Rev. Irwin McKinney, Honorary Canon, Diocese of Hawaii  
The Rev. Curtis Zimmerman, Honorary Canon, Diocese of Hawaii  
The Rev. Peter Moore, Honorary Canon, Diocese Indianapolis

COLLEGE MINISTRY COORDINATOR - The Rev. Barrett Lindsey

THE CHAPLAINCY AT PACIFIC LUTHERAN UNIVERSITY  
The Rev. Patrick Tomter

THE CHAPLAINCY AT UNIVERSITY OF PUGET SOUND  
The Rev. Clark Berge

## EXAMINING CHAPLAINS

Mr. Samuel Magill, Administrator  
The Reverend Clark Berge  
The Reverend Susan Creighton  
The Reverend Kenneth Grabinski  
The Reverend Judith McDaniel  
The Reverend Canon Peter Moore  
Mr. Donald Mullins  
The Reverend Allan Parker  
The Reverend Robert Rhodes  
The Reverend Jon Stasney  
The Reverend Ralph Stewart

## THE CONGREGATIONS OF THE DIOCESE

### NORTHERN CONVOCATION

Anacortes, Christ Church	Monroe, Church of Our Saviour
Bellingham, St. Paul	Mount Vernon, St. Paul
Blaine, Christ Church	Oak Harbor, St. Stephen
Camano Island, St. Aidan	Orcas, Emmanuel
Darrington, Church of the Transfiguration	
Everett, Trinity Parish	
Freeland, St. Augustine-in-the-Woods	
Friday Harbor, St. David	Rockport, Sts. Martin/Francis
Lopez Island, Grace Church	Developing Congregation
Marysville, St. Phillip	Sedro-Woolley, St. James
Meadowdale, St. Patrick-St. Hilda	Shaw Island, St. Thomas
Mill Creek, St. Francis	Snohomish, St. John

### SEATTLE NORTH CONVOCATION

Edmonds, St. Alban	Seattle, St. Dunstan
Kenmore, Church of the Redeemer	Seattle, St. George
Seattle, Christ Church	Seattle, St. Luke
Seattle, St. Andrew	Seattle, St. Stephen
Seattle, St. David	

#### SEATTLE SOUTH CONVOCATION

Seattle, All Saints	Seattle, St. Paul
Seattle, Church of the Ascension	Seattle St. Peter
Seattle, Church of the Epiphany	Seattle. St. Martha-St. Mary,
Seattle, St. Clement	Pike Parket Ministry
Seattle, St. James of Jerusalem	Developing Congregation
Seattle, St. John the Baptist	Seattle, Trinity
Seattle, St. Margaret	Vashon, Church of Holy Spirit
Seattle, St. Mark's Cathedral	

#### OVERLAKE CONVOCATION

Bellevue, Church of the Resurrection	
Bellevue, St. Margaret	
Issaquah, St. Michael and All Angels	
Kirkland, St. John	North Bend, St. Clare,
Medina, St. Thomas	Developing Congregation
Mercer Island, Emmanuel	Redmond, Holy Cross

#### SOUTH KING CONVOCATION

Auburn, St. Matthew	Kent, St. James
Burien, St. Elizabeth	Maple Valley, St. George
Des Moines, St. Columba	Renton, St. Luke
Enumclaw, St. Catherine	
Federal Way, Church of the Good Shepherd	

#### PIERCE COUNTY CONVOCATION

Gig Harbor, St. John	Tacoma, Holy Family of Jesus
Puyallup, Christ Church	Tacoma, St. Andrew
Steilacoom, St. Joseph-St. John	Tacoma, St. Luke's Memorial
Tacoma, All Saints	Tacoma, (Lakewood) St. Mary
Tacoma, Christ Church	Tacoma, St. Matthew

#### PENINSULA CONVOCATION

Allyn, St. Hugh	Port Townsend, St. Paul
Bainbridge Island, St. Barnabas	Poulsbo, St. Charles
Bremerton, St. Paul	Sekiu, St. Jerome
Forks, St. Swithin	(Mission of Port Angeles)
Mission of Port Angeles)	Sequim, St. Luke
Port Angeles, St. Andrew	Silverdale, St. Antony of Egypt
Port Gamble, St. Paul	Tahuya, St. Nicholas
Port Orchard, St. Bede	

#### SOUTHERN CONVOCATION

Castle Rock, St. Matthew	Vancouver, All Saints
(Mission of Longview)	Vancouver, Church of the
Cathlamet, St. James	Good Shepherd
Longview, St. Stephen	Vancouver, St. Luke
A-12	(Camas) Washougal, St. Anne

#### CENTRAL CONVOCATION

Aberdeen, St. Andrew	Olympia, St. Christopher
Centralia, St. John	Olympia, St. John
Chehalis, Church of the Epiphany	Seaview, St. Peter
Elma, St. Luke	Shelton, St. David of Wales
Hoquiam, Holy Trinity	South Bend, St. John
Hoodsport, St. Germain	Westport, St. Christopher
(Mission of Shelton)	Yelm, St. Timothy, Developing
Lacey, St. Benedict	Congregation
Montesano, St. Mark	

#### NON-PAROCHIAL CHAPELS AND MINISTRIES

Gold Bar, St. John's Chapel, Huston Center  
Seattle, Keator Chapel, Diocesan house  
Snoqualmie Pass, St. Bernard's Chapel  
Tacoma, Annie Wright School, Raynor Chapel  
Tacoma, Charles Wright Academy  
Tacoma, Episcopal Services for Youth (Faith Home)  
Union, Bishop Hubbard Chapel, St. Andrew's House



DIOCESAN CLERGY IN CANONICAL ORDER

November 1, 1986

The Rt. Rev. Robert Hume Cochrane

The Rt. Rev. Ivor I. Curtis, retired

001 Clifford L. Samuelson	051 David A. Storm
002 William Forbes	052 Sydney H. Croft
003 Poland Miller	053 Joseph P. Carney
004 W. Robert Webb	054 William C. Johnson, Jr.
005 Robert D. McFarland	055 Patrick A. Tomter
006 Elmer M. Lofstrom	056 Oliver B. Skanse
007 J. Burton Salter	057 John P. Gorsuch
008 James E. Price	058 Jack N. Bigford
009 George Foster Pratt	059 Orme S. Kellett
010 Johnson E. West	060 J. Norris Pearson
011 John C. Leffler	061 Homer H. Smith
012 Charles A. Forbes, Jr.	062 Douglas R. Wanamaker
013 Richard C. Adams	063 William H. P. Nevils
014 J. William Bertolin	064 Jack M. Tench
015 Richard W. Garlichs	065 John H. Vruwink
016 Edward D. Leche	066 Daniel R. Stewart
017 John G. Schaeffer	067 William M. Burnett
018 Hugh Barnes	068 L. Wayne Bond
019 John A. Huston	069 John Mann
020 Charles W. Hunter	070 H. Frederick McLauchlan
021 Paul E. Langpaap	071 Robert L. Christie
022 Marshall J. Ellis	072 S. Jose Vicent
023 William J. Hunter	073 Stuart M. Stewart
024 John H. Mighell	074 Dean H. Scovell
025 John B. Winn	075 Robert H. Nye
026 Harold G. Kappes	076 Richard W. Yunker
027 Donald L. Elkins	077 Philip L. Peterson, Jr.
028 John T. Ledger, Jr.	078 Michael S. Taylor
029 Dennis J. Bennett	079 Kenneth E. Anderson
030 Robert L. Baxter, Jr.	080 David Dunning
031 J. Hubert Miller	081 Charles F. Schreiner
032 Norman L. Cram	082 Geoffrey F. Ethelston
033 Alan Jordan	083 H. Stewart Ross
034 David McGirr	084 David W. Close
035 John F. Harriman	085 Robert E. Dunn
036 Charles B. Atcheson	086 Laura C. Fraser
037 Wallace E. Bristol	087 V. Eugene Wolfe
038 Donald J. Maddux	088 Guy C. Sherman
039 L. Walter Truitt	089 Todd H. Fast
040 Kenneth M. Snyder	090 W. Mark Barnett
041 P.M. Casady	091 Robert W. Rhodes
042 Albert K. Van Etten	092 J. Finley Cooper
043 John R. B. Vance	093 E. Michael C. Jackson
044 Robin L. Luethe	094 George M. Sheldon
045 George W. Carpenter	095 Robert C. Will
046 John I. Gretz	096 James H. Blundell
047 Timothy Nakayama	097 Gordon Barrow-Hurst
048 Clay M. Kuhn	098 Allan C. Parker, Jr.
049 Henry F. Seaman	099 Gerard Lawrence
050 Ernest Radcliffe	100 Henry S. Rogers

101	John P. Glase	151	Robert L. Bethea
102	J. Irwin McKinney	152	Thomas R. Halbrook
103	Melvin R. Brown	153	Marianne Bogel
104	Richard J. Looney	154	John F. Walker
105	Ronald K. Reddell	155	Don L. Smith
106	John P. Shiveley	156	David L. Heaney
107	Paul M. Collins	157	John F. Fergusson
108	George S. Wilson	158	John C. Lane
109	Donald G. Brown	159	Joseph F. Mikel
110	Harry Wappler	160	Carla V. Berkedal
111	Kenneth Grabinski	161	John R. Smith, Jr.
112	G. W. Paul Wilton	162	Kimbrough A. Besheer
113	D. Corbert Clark	163	Peter D. Snow
114	Marilyn S. Snodgrass	164	Carol P. Ludden
115	Judith M. McDaniel	165	Kevin E. Martin
116	John W. Gibbs	166	Allan C. Hall
117	John L. F. Slee	167	Stephen Wendfeldt
118	West R. Davis	168	Susan Creighton
119	John A. Metzler	169	Roger Sonnesyn
120	Harold K. Lawrence	170	Richard C. French
121	Edward A. Sterling	171	William Clark Berge, Jr.
122	Mary Ann Peters	171	Randal B. Gardner
123	Mark J. Miller	173	Elaine L. Morgan
124	Colin A. Campbell	174	Patricia L. Taylor
125	Stephen J. Gehrig	175	Robert G. McNaul
126	Jon S. Stasney	176	Michael B. Jarvis
127	John A. Erskine	177	John B. Lockerby
128	Curtis Zimmerman	178	William H. Landram
129	John P. Lambert	179	Robert W. Howell
130	Jon M. Lindenauer	180	Kent T. McCulloch
131	R. Norris Twitchell	181	Paul K. H. Yip
132	Walter R. Knowles	182	Delbert S. Westling
133	Barrett K. Lindsey	183	Robert Blessing
134	George L. King	184	Thomas R. Minifie
135	Stephen R. Garratt	185	Hollis R. Williams, Jr.
136	David J. Gunderson	186	John D. Nemes
137	Ralph R. Stewart	187	Edwin Hitchcock
138	J. Reginald Butt	188	Thomas Dement
139	Edward H. Rankin	189	Walcott Hunter
140	E. John Langlitz	190	Paul Fluck
141	David H. Jackson	191	William Boyd
142	Michael W. Creighton	192	Philip Compton
143	Raymond E. Gayle	193	
144	Norman S. Johns, III	194	
145	Dotti Harrison Enslow	195	
146	Douglas Joel Hadley	196	
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150	Peter C. Moore	200	

THE DIOCESE OF OLYMPIA

DIRECTORY

1551 Tenth Avenue East  
Seattle, Washington 98102

Mailing Address: P.O. Box 12126  
Seattle, Washington 98102

(206) 325-4200

The Bishop . . . . .	6
Retired Bishop of Olympia . . . . .	6
Retired Bishops of other Dioceses . . . . .	6
The Archdeacon . . . . .	3
Deputy for Administration . . . . .	3
The Chancellor . . . . .	3
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Clergy, canonically resident . . . . .	6
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DIRECTORY  
OF  
THE DIOCESE OF OLYMPIA

November 1986

OFFICERS OF THE  
CORPORATION

The Rt. Rev. Robert H. Cochrane, President	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 1147 Harvard Av E, Seattle 98102	324-1147
 Dr. James F. Hodges, Vice President	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 15680 Euclid Av NE, Bainbridge Island 98110	842-4466
 Mr. Raymond J. Copin, Deputy for Administration	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 4603 158th St SE, Bellevue 98006	641-6869
 The Ven. Paul E. Langpaap, Secretary	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 100 W Highland Dr #403, Seattle 98119	285-3702
 Mrs. Joyce McConnell, Treasurer	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 17611 Bagley Pl N, Seattle 98133	364-0421
 Mrs. Ruth S. Adams, Assistant Secretary	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 5054 44th Av NE, Seattle 98105	525-9113
 Mrs. Christine Smith-Clark, Assistant Treasurer	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 19117 SE 43rd St, Issaquah 98027	747-9919

CHANCELLOR OF  
THE DIOCESE

Mr. DeWitt Williams	
*OFC: 1400 Washington Building	628-6600
PO Box 21926, Seattle 98111	
RES: 6543 NE Windemere Drive, Seattle 98105	524-2190

ARCHDEACON OF  
OLYMPIA

The Ven. Paul E. Langpaap	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 100 Highland Drive, #403, Seattle 98119	285-3702

BISHOP'S  
DEPUTY FOR  
ADMINISTRATION

Mr. Raymond F. Copin	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 4603 158th St SE, Bellevue 98006	641-6869

PROGRAM STAFF

Mr. John Cosby, Huston Center Director	RES: 793-1045
*OFC: Huston Center, PO Box 140, Gold Bar 98251	793-0441
 Mrs. Charlotte Ellis, Pastoral Care Program Coordinator	
*OFC: PO Box 12126, Seattle 98102	325-4200
RES: 7625 Overlake Dr W, Bellevue 98004	454-2737

PROGRAM STAFF

(continued)

Ms. Betsy Greenman, Christian Education Director  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: 14722 30th NE, Seattle 98155 362-2437

Mrs. Peggy Hansen, Archivist  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: 17911 NE 27th St, Redmond 98052 881-2991

Ms. Nancy Harris, Dean, Diocesan School of Theology  
and Clergy Residency Program Coordinator  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: 7307 33rd Av NE, Seattle 98115 524-1164

Ms. Cheryl Larsen, Human Needs Coordinator  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: 2317 10th Av E, Seattle 98102 325-6263

Mrs. Kimberly Marlowe, Editor, The Olympia Churchman  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: PO Box 1537, Mukilteo 98275 347-0993

The Rev. Charles F. Schreiner, Ph.D., Historiographer  
\*RES: 3690 Woods Road E, Port Orchard 98366 871-3013

The Rev. Patricia L. Taylor, Hospital Chaplaincy Coordinator  
\*OFC: 609 Eighth Avenue, Seattle 98104 624-5337  
RES: 1504 NW 188th St, Seattle 98177 542-1446

Mrs. Nancy Wolfe, Youth Director  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
RES: 5064 Beach Dr SW, Seattle 98136 932-1559

COMMISSION ON  
MINISTRY

The Rev. Donald G. Brown, Convenor  
\*OFC: 1428 22nd Av, Longview 98632 423-5600

Mrs. Evelyn Shipman, Secretary for Vocations  
\*RES: PO Box 275, Freeland 98249 321-4177

REFUGEE  
RESETTLEMENT

Mr. Gregory Hope, Diocesan Refugee Coordinator  
\*Refugee Office - 1610 S King, Seattle 98144 323-3152  
\*RES: 11520 23rd Av NE, Seattle 98155 364-7467

NORTHWEST HARVEST

Mrs. Ruth Sterling, Director  
\*OFC: 711 Cherry, Seattle 98104 625-0755

Mr. Mel Matteson  
\*OFC: 711 Cherry, Seattle 98104 625-0755

INSTITUTIONS IN  
THE DIOCESE

<u>The Annie Wright School</u> 827 N Tacoma Av, Tacoma 98403 Mr. Robert Klarsch, Headmaster The Rev. Clark Berge, Chaplain	272-2216
<u>The Charles Wright Academy</u> 7723 Chambers Creek Rd, Tacoma 98467 Mr. Robert Minnerly, Headmaster The Rev. Stephen Rodgers, Chaplain	564-2171
<u>Convent of the Order of St. Helena</u> 1114 21st Av E, Seattle 98112 Sr. Ellen Stephen, O.S.H., Sister-in-charge Sr. Carol Andrew, O.S.H. Sr. Barbara Lee, O.S.H. Sr. Anna Catherine, O.S.H.	325-2830
<u>Episcopal Services for Youth (Faith Home)</u> 5210 S State St, Tacoma 98409 Mr. David Davis, Director	474-0635
<u>Huston Center</u> (Camps and Conference Center) 14725 Ley Road, Gold Bar PO Box 140, Gold Bar, 98251 Mr. John Cosby, Director	793-0441
<u>School of Theology</u> (Meeting at Diocesan House) Ms. Nancy Harris, Dean *PO Box 12126, Seattle 98102 RES: 7307 33rd Av NE, Seattle 98115	325-4200 524-1164
<u>St. Andrew's House</u> E 7550 Hwy 106, Union, 98592 Mr. and Mrs. Carmen Jordan, Directors	898-2362
<u>St. Bernard's Chapel</u> , Snoqualmie Pass The Ven. Paul E. Langpaap, D.D. *OFC: PO Box 12126, Seattle 98102	325-4200



THE BISHOP

COCHRANE, The Rt. Rev. Robert Hume, D.D. (Terry)  
\*OFC: PO Box 12126, Seattle 98102 325-4200  
1551 Tenth Av E, Seattle 98102  
RES: 1147 Harvard Av E, Seattle 98102 324-1147

RETIRED BISHOP OF OLYMPIA

CURTIS, The Rt. Rev. Ivor I., D.D. (Lillian)  
\*RES: (Oct through May) Leisure World, 40 N Calle Aragon.  
Laguna Hills CA 92653 (714)768-0895  
(Summer) PO Box 75, Greenbank WA 98253 321-4444

RETIRED BISHOP OF EASTERN OREGON

BARTON, The Rt. Rev. Lane W., D.D. (Polly)  
\*RES: 401 W 32nd St, Vancouver 98660 695-6184

RETIRED BISHOP OF ALASKA

COCHRAN, The Rt. Rev. David R., D.D. (Mary)  
Vicar, Church of the Holy Family of Jesus, Tacoma  
\*RES: 4705 41st St NE, Tacoma 98422 927-7309

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CLERGY

NP = Non-parochial  
NS = Non-stipendiary  
R = Retired

NS ADAMS, Richard C. (1953)  
\*Box 300, Quinnipiac College, Hamden CT 06518

NS ANDERSON, Kenneth (1972) (Barbara)  
\*RES: 10302 Montrose Av SW, Tacoma 98499 588-5924  
Office 753-4920

ATCHESON, Charles B. (1964) (Barbara)  
Vicar, Church of the Holy Cross, Redmond  
\*MLG: PO Box 304, Redmond 98052  
OFC: 11526 162nd Av NE, Redmond 98052 885-5822  
RES: 19536 SE 51st St, Issaquah 98027 641-5630

BACKUS, John H. (Quincy)  
Canon of Honor, Diocese of Olympia  
Dean, St. Paul's Cathedral, Peoria IL  
\*OFC: 3601 N North, Peoria IL 61604 (309)688-3436  
RES: 441 East High Point Dr, Peoria IL 61604 (309)692-7589

BARNES, Hugh (Lt. Col/Ret) (1955) (Christopher)  
Vicar, Christ Church, Blaine  
\*RES: 1402 8th St, Anacortes 98221 293-2961

NP	BARNET, W. Mark (1974) (Norma) *RES: 9780 Olson Rd NW, Bremerton 98310	692-4313
R	BARROW, Gordon Hurst 1975) *MLG: GPO Box 312, New York NY 10116	
R	BAXTER, Robert L. (1960) (Jane) *RES: 3615 60th Ct NW, Gig Harbor 98335	858-3287
	BELL, John R., Jr. (Florida) (Gretchen) Interim Dean, St. Mark's Cathedral *OFC: 1245 Tenth Av E, Seattle 98102	323-0300
R	BENNETT, Dennis J. (Canon of Honor) (1960) (Rita) Rector Emeritus, St. Luke's Church, Seattle *MLG: PO Box 576, Edmonds 98020 RES: 1428 Olympic Av, Edmonds 98020	775-2965
	BERGE, W. Clark (1984) Assistant, Christ Church, Tacoma Chaplain, Annie Wright School *OFC: 310 N "K" St, Tacoma 98403 RES: Annie Wright School, 827 N Tacoma Av, Tacoma 98403	383-1569 272-2216
	BERKEDAL, Carla (1983) (Jon) Canon, St. Mark's Cathedral, Seattle *OFC: 1245 Tenth Av E, Seattle 98102 RES: 4237 Latona Av NE, Seattle 98105	323-0300 547-2450
	BERTOLIN, J. William (1953) (Barbara) Vicar, All Saints' Church, Seattle *OFC: 5150 S Cloverdale Pl S, Seattle 98118 RES: 29709 1st Av S, Federal Way 98003	721-0285 839-2277
	BESHEER, Kimbrough A. (1983) (Carol) *RES: Geimoosstrasse 19, 8712 Staesa, Switzerland	
	BETHEA, Robert (1982) Vicar, St. Francis' Church, Mill Creek *OFC: 13716 Bothell-Everett Hwy, Mill Creek 98012 RES: 15512 Country Club Dr #B-12, Mill Creek 98012	745-6552 337-4575
	BIEVER, Robert (1983) Vicar, St. Christopher's Church, Olympia OFC: PO Box 6235, Olympia 98502 *RES: 642 N Prospect, Tacoma 98406	272-8610
NS	BIGFORD, Jack N. (1968) (Catherine) Deacon, St. James' Church, Kent *RES: 520 Scenic Wy, Kent 98031	852-1418
	BLESSING, Robert (1985) Assistant, St. Luke's Church, Seattle *OFC: 5710 22nd NW, Seattle 98107 RES: 121 N 46th St #202, Seattle 98103	784-3119 784-7675
	BLUNDELL, James H. (1975) (Meredith) Rector, St. John's Church, Olympia *OFC: 114 E 20th, Olympia 98501 RES: 2323 42nd Av SE, Olympia 98501	352-8527 943-8911

BOGEL, Marianne (1982)  
Vicar, St. Hilda - St. Patrick's Church, Meadowdale  
\*OFC: 15224 52nd Av W, Edmonds 98020 743-4655  
RES: 1311 79th Av SE, Everett 98205 334-8092

NS BOND, L. Wayne (1969) (Marie)  
Assisting Priest, Trinity Church, Everett  
\*RES: 2517 80th Pl SE, Everett 98203 347-3691

BOYD, William D. (1986) (Elizabeth)  
Interim, Emmanuel Church, Mercer Island  
\*OFC: 4400 86th Av SE, Mercer Island 98040 232-1572  
RES: 15804 NE 67th Pl, Redmond 98052 881-3096

BRISTOL, Wallace E. (1964) (Betty)  
Archdeacon, Metropolitan Archdeaconry  
Rector, St. Margaret's Church, Bellevue  
\*OFC: 4228 128th Av SE, Bellevue 98006 746-6650  
RES: 7333 125th Pl SE, Renton 98055 226-0643

BROWN, Donald G. (1977) (Carol Anne)  
Rector, St. Stephen's Church, Longview  
\*OFC: 1428 22nd Av, Longview 98632 423-5600  
RES: 1434 25th Av, Longview 98632 423-4213

R BROWN, Melvin R. (COL/AUS Ret) (1976) (Grace)  
\*RES: 1115 Fifth St, Anacortes 98221 293-6249

BURNETT, William M. (1969)  
Archdeacon, Northern Archdeaconry  
Rector, St. Augustine's-in-the-Woods Church, Freeland  
\*OFC: PO Box 11, Freeland 98249 321-4887  
RES: 1925 E Saratoga Av, Freeland (Baby Isl Hts) 98249 321-4887

BUTT, J. Reginald (1980) (Tina)  
Rector, St. Matthew's Church, Auburn  
\*OFC: 123 L St NE, Auburn 98002 833-0890  
RES: 700 216th Pl NE, Redmond 98052 868-8328

NP CAMPBELL, Colin A. (1979) (Wendy)  
Interim, Christ Church, Anacortes  
\*RES: 8202 Cedarhome Dr N, Stanwood 98292 293-5790  
629-3469

CARNEY, Joseph P. (1967) (Tanya)  
Rector, St. Charles' Church, Poulsbo; St. Paul's, Port Gamble  
\*OFC: PO Box 446, Poulsbo 98370 779-3524  
RES: 18490 Fjord Dr NE, Poulsbo 98370 779-2547

NP CARPENTER, George H. (1966) (Patricia) Office 344-3685  
\*RES: PO Box 343, Medina 98039 454-1071

R CASADY, P.M. (1964)  
\*RES: 6720 E Greenlake Wy N #529, Seattle 98103 525-9666

CHRISTIE, Robert L. (1970) (Marjorie)  
Archdeacon, Southern Archdeaconry  
Vicar, All Saints' Church, Vancouver  
\*OFC: 2100 NW 99th St, Vancouver 98665 573-8106  
RES: 1301 NW 101st St, Vancouver 98665 573-6649

NP CLARK, D. Corbet (1977) (Myra)  
 \*RES: 3414 N 24th St, Tacoma 98406 759-0179

CLOSE, David W. (1973) (Wendy)  
 Vicar, St. James Church, Sedro-Woolley,  
 St. Martin-St. Francis' Church, Rockport  
 \*OFC: PO Box 128, Sedro-Woolley 98284 855-0040  
 RES: 432 Talcott, Sedro-Woolley 98284 855-0069

COLLINS Paul (1976) (Kathie Deviny)  
 Associate, St. Andrew's Church, Seattle  
 \*OFC: 111 NE 80th St, Seattle 98115 523-7476  
 RES: 1320 Queen Anne Av N #2, Seattle 98119 285-8334

COMPTON, Philip M. (1986) (Melinda)  
 Rector, Church of the Epiphany, Seattle  
 \*OFC: 1807 38th Av, Seattle 98122 324-2573  
 RES: 1302 7th Av W, Seattle 98119 285-7217

NP COOPER, J. Finley (1974) (Anne)  
 \*RES: 4114 Boulevard Pl, Mercer Island 98040 232-7456

NP CRAM, Norman L. (Capt/USN) (1962) (Deidre)  
 Chaplain USN  
 \*RES: COMFAIRMED Box 2, FPO NY 09521-2093

CREIGHTON, Michael W. (1981) (Betty)  
 Rector, St. Stephen's Church, Seattle 98105  
 \*OFC: 4805 NE 45th St, Seattle 98105 522-7144  
 RES: 5105 NE 45th St, Seattle 98105 523-8595

CREIGHTON, Susan (1984)  
 Vicar, St. Margaret's Church, Seattle  
 \*OFC: 2440 SW Roxbury, Seattle 98106 767-5150  
 RES: 3726-41st Av SW, Seattle 98116 935-2150

R CROFT, Sydney H. (1967) (Margaret)  
 \*RES: 13227 Castle Rock Dr, Sun City W AZ 85375

DAVIS, West R. (1978) (Sue)  
 Rector, St. Andrew's Church, Tacoma  
 \*OFC: 1201 S Jackson St, Tacoma 98465 564-4402  
 RES: 6122 Artondale Dr NW, Gig Harbor 98335 858-6325

DEMENT, Thomas (1986) (Meredith)  
 Rector, St. Dunstan's of the Highlands Parish, Seattle  
 \*OFC: PO Box 33286, Seattle 98133 363-4319  
 RES: 722 N 145th St, Seattle 98133 367-5175

DEVIK, Rudolf (Massachusetts) (Claire)  
 Canon of Honor, Diocese of Olympia  
 \*OFC: Grace Church, 35 Jackson, Lawrence MA 01840 (617)682-6003  
 RES: 46 Olive St, Methuen MA 01844 (617)682-7766

DUNN, Robert E. (1973) (Gaye)  
 Rector, St. John's Church, Kirkland  
 \*OFC: Box 514, Kirkland 98033 827-3077  
 RES: 11557 Holmes Pt Dr NE, Kirkland 98034 821-3413

NP	DUNNING, David, Ph.D. (1972) (Donna) OFC: 1423 3rd Av, Suite 300, Seattle 98101 *RES: 4223 NE 33rd St, Seattle 98105	622-9947 524-9963
NS	ELKINS, Donald L. (1960) *RES: 65 W 5th Av #519, San Mateo CA 94402	
R	ELLIS, Marshall J. (1958) (Mary) *RES: 1901 Van Wormer, Centralia 98531	330-2155
	ELLIOTT, Joseph W. (N California) (Billie) Priest-in-charge, St. Christopher's, Westport OFC: PO Box 1248, Westport 98595 *RES: 1008 300th Pl, Ocean Park 98640	(Johnston Home) 267-2238 665-5977
R	ENSLow, Dottie H. (1982) Deacon *RES: 4540 8th Av NE #1604, Seattle 98105	632-1812
NP	ERSKINE, John A. (1979) (Margaret Mills Erskine) *RES: 1700 LeRoy #3, Berkeley CA 94709	
NS	ETHELSTON, Geoffrey F. (1973) (Jean) Assisting Priest, St. John's, Kirkland *RES: 10719 NE 189th, Bothell 98011	Ofc 455-6990 486-5665
NS	FAST, Todd H. (1974) (Jo) Assisting Priest, St. Luke's, Seattle OFC: Assoc. Director, Fred Hutchinson Cancer Research Center 1124 Columbia St, Seattle 98104 *RES: 8756 Sylvan Pl NW, Seattle 98177	467-4301 784-6386
	FERGUESON, John F. (1983) (Ginny) Rector, Church of the Redeemer, Kenmore *OFC: PO Box 677, Kenmore 98028 RES: 14449 90th Ct NE, Bothell 98011	486-3777 823-4324
	FLUCK, Paul (1986) (Sandra) Vicar, St. David's, Seattle *OFC: 18842 Meridian Av N, Seattle 98133 RES: 112 NE 180th St, Seattle 98155	364-4860 365-2521
	FORBES, Charles A., Jr. (1952) (Carolyn) Vicar, St. George's, Seattle *OFC: PO Box 25535, Seattle 98125 RES: 14330 12th Av NE #102, Seattle 98125	362-2747 364-8 36
R	FORBES, William, M.A. (Canon of Honor) (1947) (Glenora) *RES: 425 S 10th St, Mount Vernon 98273	336-2908
	FOWLER, Stanley G., Jr. (1982) (Jeanne) Rector, St. Andrew's, Seattle *OFC: 111 NE 80th St, Seattle 98115 RES: 4210 NE 103rd Pl, Seattle 98125	523-7476 525-2680
NS	FRASER, Laura C., Th.D. (1973) *RES: 7005 Idlewood Dr SW, Issaquah 98027	392-0343

	FRENCH, Richard C. (1984) (Betty)	
	Interim, St. John's, Gig Harbor	
	OFC: 7701 46th AV NW, Gig Harbor 98335	858-3777
	*RES: 11013 129th S, Tacoma 98444	531-1031
	GARDNER, Randal B. (1984) (Cathy)	
	Assistant, St. Barnabas, Bainbridge Island	
	*OFC: PO Box 10207, Bainbridge Island 98110	842-5601
	RE: 370 Grow Av NW #B-11, Bainbridge Island 98110	842-2289
R	GARLICH, Richard W. (1953) (Elizabeth)	
	*RES: 601 Belmont Av E, #B-3, Seattle 98102	324-7785
	GARRATT, Stephen R. (1980)	
	Assistant, St. Stephen's, Seattle	
	*OFC: 4805 NE 45th, Seattle 98105	522-7144
	RES: 4841 NE 45th, Seattle 98105	524-4594
R	GAYLE, Raymond E. (1981) (Ann)	
	*RES: 1110 8th St, Anacortes 98221	293-5295
	GEHRIG, Stephen J. (1979) (Pamela)	
	Vicar, Church of the Holy Spirit, Vashon Island	
	*OFC: PO Box 508, Vashon 98070	567-4488
	RES: Rt 2, Box 438, Vashon 98070	463-5694
	GIBBS, John W. (1978) (Sally)	
	Vicar, St. Benedict's, Lacey	
	*OFC: PO Box 3811, Lacey 98503	Ofc Lutheran Church 456-2240
	RES: 2516 25th SE, Lacey 98503	456-5908
NS	GLASE, John P. (1975) (Diane)	
	Deacon, St. Stephen's, Longview	Ofc 636-6465
	*RES: 3133 Louisiana St, Longview 98632	423-9958
NP	GORSUCH, John P. (1968) (Beverly)	
	Center for Spiritual Development	
	*OFC: Leffler House, 1245 Tenth Av E, Seattle 98102	329-6700
	RES: 1116 38th Av E, Seattle 98112	325-1743
NS	GRABINSKI, Kenneth (1977) (Jane)	
	Deacon, St. John the Baptist Church, Seattle	
	*RES: 5240 46th Av SW, Seattle 98136	935-7128
	GRETZ, John L. (1966) (Dorris)	
	Rector, St. James' Church, Kent	
	*OFC: PO Box 156, Kent 98032	852-4450
	RES: 506 Burke St, Kent 98031	852-6914
	GUNDERSON, David J. (1980) (March)	
	Vicar, Church of Our Saviour, Monroe	
	OFC: PO Box 99, Monroe 98272	794-4816
	*RES: 1949 6th Av W, Seattle 98119	281-7311
	HADLEY, Douglas J. (1982)	
	Rector, St. Matthew's, Tacoma	
	*OFC: 6800 Eastside Dr NE, Tacoma 98422	927-9808
	RES: 5015 Varco Rd NE, Tacoma 98422	927-7015



HALBROOK, Thomas R. (1982) (Ramona)  
 Rector, St. Andrew's, Aberdeen  
 \*OFC: 400 E. 1st St, Aberdeen 98520 533-2511  
 RES: 1805 Graves, Aberdeen 98520 532-0405

HALL, Allan (1984) (Dorothy)  
 Assisting Priest, St. Luke's, Sequim; St. Paul's, Port Gamble  
 OFC: PO Box 896, Sequim 98382 683-4862  
 \*RES: 248 Silverhorn E, Sequim 98382 683-7464

NP HARRIMAN, John F. Ph.D. (1963)  
 Chaplain, Veterans Hospital Hosp 764-2023  
 \*RES: 914 NW 80th St, Seattle 98117 789-5593

HEANEY, David L. (1983) (Diane)  
 Rector, St. Barnabas, Bainbridge Island  
 \*OFC: PO Box 10207, Bainbridge Island 98110 842-5601  
 RES: 6790 Day Road NE, Bainbridge Island 98110 842-3898

HITCHCOCK, Edwin (1986) (Edie)  
 Vicar, St. George's, Maple Valley  
 OFC: PO Box 376, Maple Valley 98038 432-0389  
 \*RES: 3020 22nd Av W, Seattle 98199 285-0342

HOWELL, Robert W., Jr. (1984) (Karen Mindt-Howell)  
 Rector, Emmanuel Church, Orcas Island  
 \*OFC: PO Box 8, Eastsound 98245 376-2352  
 RES: PO Box 73, Eastsound 98245 376-2000

HUNTER, Charles W. (1957) (Evelina)  
 Interim, St. Andrew's, Spokane  
 \*OFC: N 2404 Howard, Spokane 99205  
 RES: (Olympia) 824 Liberty St, Bellingham 98225 676-9843

HUNTER, Walcott W. (1986) (Teri-Lea)  
 Assistant, St. Thomas, Medina  
 \*OFC: PO Box 124, Medina 98039 454-9541  
 RES: 4331 Lk Washington Blvd NE #7205, Kirkland 98033 822-8750

R HUNTER, William J. (1958) (Ruby)  
 \*RES: 2901 E 2nd St #46, Newberg OR 97132 (503) 538-7918

HUSTON, John A. (1956) (Barbara)  
 Canon, St. Mark's Cathedral, Seattle  
 National Field Officer for Refugee Affairs, P.B.F.  
 OFC: 1245 Tenth Av E, Seattle 98102 323-0300  
 \*RES: 715 W Prospect, Seattle 98119 282-9076

JACKSON, David H. (1981) (Ann)  
 Associate, Church of the Epiphany, Seattle  
 \*OFC: 1807 38th Av, Seattle 98122 324-2573  
 RES: 13820 NE 65th St #540, Redmond 98052 881-1759

NS	JACKSON, E. Michael C. (1974) *RES: 2400 Westlake Av N #F, Seattle 98121	284-4042
	JARVIS, Michael B. (1984) (Mary) Vicar, St. Philip's, Marysville *OFC: 4312 84th St NE, Marysville 98270 RES: 5325 133rd Pl NE, Marysville 98270	659-1727 659-2857
	JOHNS, Norman S., III (1981) (Eileen) Rector, St. Paul's, Bremerton *OFC: PO Box 2172, Sheridan Park Station, Bremerton 98310 RES: 5787 Lenea Dr NW, Bremerton 98312	377-0106 692-7770
R	JOHNSON, William C., Jr. (1968) (Marie) *RES: 9051 Mary Av NW, Seattle 98117	782-0754
	JORDAN, Alan (1963) (MaryAnn) Vicar, St. Nicholas' Church, Tahuya; St. Hugh's, Allyn *OFC/RES: NE 21 Rainier Pl N, Belfair 98528	275-3177
R	KAPPE, Harold G. (1960) *RES: 1280 Laguna St #2M, San Francisco CA 94115	
R	KELLETT, Orme S. (1968) (Eugenia) Assisting Priest, St. Luke's, Vancouver *OFC: 426 E Fourth Plain Blvd, Vancouver 98663 RES: 8309 NW Bacon St, Vancouver 98665	696-0181 574-0218
	KING, George L. (1980) (Linda) Rector, St. Luke's, Tacoma *OFC: 3615 N Gove St, Tacoma 98407 RES: 2336 N Shirley, Tacoma 98406	759-3534 759-6111
NS	KNOWLES, Walter (1980) (Lorelette) Assisting Priest, Church of the Redeemer, Kenmore *RES: 10205 NE 139th St, Kirkland 98034	Ofc 454-5350 823-1040
NS	KUHN, Clay M. (1966) (Page) OFC: Health Care and Management Resources, Inc. 9757 Juanita Dr NE #112, Kirkland 98034 *RES: 9811 NE 130th Pl #206, Kirkland 98034	821-8987 821-4819
	LAMBERT, John P. (1980) (Jeanie) Rector, Church of the Resurrection, Bellevue *OFC: 15220 Main St, Bellevue 98007 RES: 12715 SE 25th Pl, Bellevue 98005	746-0322 643-5313
NS	LANDRAM, William (1984) Deacon *RES: 325 Harvard Av E, Seattle 98102	Ofc 292-3239 323-0823
NS	LANE, John C. (1980) (Jacqueline) Deacon *RES: 1325 N 167th St, Seattle 98133	546-1026

LANGLITZ, E. John (1980) (Mary Ann)  
 Rector, St. Paul's, Bellingham  
 \*OFC: 2117 Walnut Av, Bellingham 98225 733-2890  
 RES: 2417 Eldridge Av, Bellingham 98225 734-0818

LANGPAAP, Paul E., D.D. (1957)  
 Archdeacon of Olympia  
 \*OFC: PO Box 12126, Seattle 98102  
 1551 Tenth Av E, Seattle 98102 325-4200  
 RES: 100 W Highland Dr #403, Seattle 98119 285-3702

NS LAWRENCE, Gerard (1975) (Karen)  
 \*RES: 14032 Uxbridge St, Westminster CA 92683 (714)893-7920

R LAWRENCE, Harold K. (1979) (Gwen)  
 \*RES: 2343 N Nugent Rd, Lummi Island 98262 758-2652

LECHE, Edward D. (1954) (Mary Jane)  
 Vicar, St. David's, Friday Harbor  
 St. Thomas', Shaw Island 386-2082 Ofc 378-5622  
 \*OFC/RES: 760 Park St, Friday Harbor 98250 378-2282

NP LEDGER, John T., Jr. (1960) (Barbara)  
 Assisting Priest, Church of the Good Shepherd, Federal Way  
 Chaplain, Swedish Medical Center Paging 386-6000  
 747 Summit Av, Seattle 98104 Ofc 386-2082 ext 4525  
 \*RES: 2430 SW 325th, Federal Way 98003 838-5425

R LEFFLER, John C., D.D. (1951) (Faith)  
 Dean Emeritus, St. Mark's Cathedral, Seattle  
 \*RES: 2035 43rd Av E, Seattle 98112 329-6265

LINDENAUER, Jon M. (1980) (Constance)  
 Rector, St. Elizabeth's, Seattle (Burien)  
 \*OFC: 1005 SW 152nd St, Seattle 98166 243-6844  
 RES: 32701 5th Av SW, Federal Way 98003 838-5337

LINDSEY, Barrett K. (1980) (Eileen)  
 Rector, Christ Church, Seattle  
 \*OFC: 1305 NE 47th St, Seattle 98105 633-1611  
 RES: 1307 NE 70th St, Seattle 98115 525-4459

LOCKERBY, John B. (1958-1978) (1984)  
 Vicar, Grace Church, Lopez  
 \*OFC/RES: PO Box 277, Lopez 98261 468-3477

R LOFSTROM, Elmer M. (1950) (Agnes)  
 \*RES: 8627 46th Av SW, Seattle 98136 935-0933

NS LOONEY, Richard J. (1976) (Marion)  
 \*RES: 400 SW 297th St, Federal Way 98003 839-0228

LUDDEN, Carol (1984) (James)  
 Priest-in-charge, Sts. Martha and Mary, Pike Market Ministry, Seattle  
 \*OFC: 1926 Post Alley, Seattle 98101 441-1814  
 RES: 4516 Latona Av NE, Seattle 98105 547-4031

LUETHE, Robin L. (1965) (Lois)  
 Rector, Church of the Epiphany, Chehalis  
 \*OFC: PO Box 277, Chehalis 98532 748-8232  
 RES: 177 NE Washington Avm Chehalis 98532 748-6532

MADDUX, Donald J. (1964) (Carolyn)  
 Rector, St. David's Church, Shelton; St. Germain's, Hoodspport  
 \*OFC: PO Box 339, Shelton 98584 426-8472  
 RES: 710 W Cedar, Shelton 98584 426-2268

MANN, John (1970) (Joan)  
 Vicar, St. Peter's, Seaview; St. John's, South Bend  
 \*OFC: PO Box 268, Seaview 98644 (South Bend 875-5326) 642-3115  
 RES: PO Box 212, Seaview 98644 642-3540

MARTIN, Kevin E. (1984) (Sharon)  
 Rector, St. Luke's, Seattle  
 \*OFC: 5710 22nd Av NW, Seattle 98107 784-3119  
 RES: 1921 NW 95th St, Seattle 98117 789-6230

McCULLOCH, Kent T. (1985) (Marta Kay)  
 Rector, St. Mary's, Tacoma  
 \*OFC: 10630 Gravelly Lake Dr SW, Tacoma 98499 588-6621  
 RES: 11202 Tower Rd SW, Tacoma 98498 588-0173

NS McDANIEL, Judith M. (1978) (Jack)  
 \*RES: 3971 Pt White Dr NE, Bainbridge Island 98110 842-1674

R McFARLAND, Robert D. (1948) (Lucille)  
 \*RES: 385 Mt. Jupiter Dr SW, Issaquah 98027 392-7357

R McGIRR, David (1963) .  
 \*RES: 1317 Boren Av #A, Seattle 98101 621-9383

R McKINNEY, J. Irwin (Canon of Honor, Hawaii) (1975) (Grace)  
 \*RES: 6720 E Greenlake Wy N #437, Seattle 98103 523-6784

McLAUCHLAN, H. Frederick (1970) (Rhoda)  
 Rector, Church of the Ascension, Seattle  
 \*OFC: 2330 Viewmont Wy W, Seattle 98199 283-3967  
 RES: 2224 W Viewmont Wy W, Seattle 98199 283-1108

NS McNAUL, Robert G. (1984) (Ann)  
 Assisting Priest, Emmanuel Church, Mercer Island  
 \*RES: 16622 14th Av SW, Seattle 98166 243-2182

NS METZLER, John (1978) (Anne)  
 Supply Priest, St. Luke's, Elma  
 \*RES: 1708 Yelm Rd SE, Olympia 98501 754-6165

NS MIGHELL, John H. (1959) (Kay)  
 OFC/RES: PO Box 3332, Seattle 98114 325-2358

NS MIKEL, Joseph F. (1983) (Cindy)  
 Assisting Priest, Church of the Ascension, Seattle  
 \*RES: 8728 8th Av W, Everett 98204 788-7112

R MILLER, Hugh (1961)  
 Priest-in-charge, St. James, Cathlamet  
 \*MLG: PO Box 2061, Salem OR 97308  
 RES: 370 Church St SE #3-C, Salem OR 97301 (503)363-5599

	MILLER, Mark J. (1979)	
	Vicar, St. Joseph-St. John's, Steilacoom	
	*OFC: PO Box 548, Steilacoom 98388	584-6143
	RES: 11422 105th Av SW #10, Tacoma 98498	581-7144
R	MILLER, Poland H. (1947) (Kathryn)	
	*RES: 2424 36th Av W, Seattle 98199	283-9231
	MINIFIE, Thomas R. (1985) (Jennifer)	
	Assistant, St. Luke's, Seattle	
	*OFC: 5710 22nd Av NW, Seattle 98107	784-3119
	RES: 8723 22nd Av NW, Seattle 98117	789-9872
	MOORE, Peter C. (Canon of Honor, Indianapolis) (1981) (Mary)	
	Rector, St. Paul's, Seattle	
	*OFC: 15 Roy St, Seattle 98109	282-0786
	RES: 3290 Conkling Pl W, Seattle 98119	285-9374
NS	MORGAN, Elaine L. (1984) (Robert)	
	Deacon, All Saints' Church, Vancouver	
	*RES: 20908 NE 67th Av, Battle Ground 98604	687-3581
	NAKAYAMA, Timothy M. (1966) (Keiko)	
	Rector, St. Peter's, Seattle	
	OFC: 1610 S King St, Seattle 98144	323-5250
	*RES: 1601 S King St, Seattle 98144	323-8125
NS	NEMES, John D. (1986) (Libby)	
	Deacon, St. Margaret's, Bellevue	
	OFC: National Energy Industries Corp, 909 7th Av, Kirkland	828-4454
	*RES: 16920 SE 40th Pl, Bellevue 98008	643-5093
NS	NEVILS, William H. P. (1969)	
	*RES: PO Box 16267, Seattle 98116	935-2327
R	NYE, Robert H. (1970) (Jeanann)	
	*RES: 16017 SE 323rd St, Auburn 98002	939-5738
	PARKER, Allan C., Jr. (1975) (Jean)	
	Rector, Trinity Church, Seattle	
	*OFC: 609 Eighth Av, Seattle 98104	624-5337
	RES: 615 Eighth Av, Seattle 98104	623-0702
NS	PEARSON, J. Norris (1968) (Carole)	
	Interim, St. John's, Centralia	
	OFC: PO Box 503, Centralia 98531	736-6991
	*RES: 207 Champion St, Steilacoom 98388	588-9882
	PETERS, Mary Ann (1979)	
	Vicar, St. Anne's, Washougal	
	*OFC: PO Box 62, Washougal 98671	835-5301
	RES: 3224 F Pl, Washougal 98671	835-3442
NS	PETERSON, Philip L. (1972) (Mary)	
	Deacon, Trinity Church, Seattle	
	*RES: 10045 45th Av NE, Seattle 98125	525-6161

R PRATT, George Foster (Canon Missioner) (1951) (Chris)  
 \*RES: PO Box 173, Abbotsford BC, Canada V2S 4N8 (604)853-2583

R PRICE, James E. (1950) (Hilda)  
 \*RES: 7875 97th Av SE, Snohomish 98290 568-2309

RADCLIFFE, Ernest (1967)  
 Vicar, St. Bede's, Port Orchard  
 \*OFC: 6878 Bethel-Burley Rd SE, Port Orchard 98366 876-1182  
 RES: 3732 Colonial Ln, Port Orchard 98366 876-8615

RANKIN, Edward H. (1980) (Kara Lynn)  
 Rector, St. Luke's, Vancouver  
 \*OFC: 426 E Fourth Plain Blvd, Vancouver 98663 696-0181  
 RES: 5512 NW 8th Av, Vancouver 98663 696-1634

REDDELL, Ronald K. (1976) (Kay)  
 Assistant, St. Paul's, Bellingham  
 \*OFC: 2117 Walnut St, Bellingham 98225 733-2890  
 RES: 807 Mason, Bellingham 98225 734-2124

RHODES, Robert W. (1974) (Rita)  
 Vicar, Church of the Good Shepherd, Vancouver  
 \*OFC: 805 SE Ellsworth Av, Vancouver 98664 892-7770  
 RES: 717 Santa Fe Dr, Vancouver 98661 693-1916

RODGERS, Stephen M. (New York) (Lesley)  
 Chaplain, Charles Wright Academy  
 Supply Priest, St. Timothy's, Yelm  
 OFC: 7723 Chambers Creek Rd, Tacoma 98467 564-2171  
 \*RES: 15113 Defiance Rd SE, Olalla 98359 857-5708

NS ROGERS, Henry S. (1975) (Helen)  
 Priest-in-charge, St. Clare's, North Bend  
 \*RES: 2610 110th Av NE, Bellevue 98004 822-3003

ROSS, H. Stewart (1973) (Jean)  
 Assisting Priest, Trinity Church, Everett  
 \*RES: 1301 Grand Av, Everett 98201 252-4964

R SALTER, J. Burton (1950) (Kathryn)  
 \*RES: 12202 122nd St E #30, Puyallup 98374 845-3987

R SAMUELSON, Clifford L. (1935) (Elizabeth)  
 \*RES: Breen Road, Watch Hill RI 02891

SCHAEFFER, John G. (1954) (Lorrie LaBranche)  
 Rector, St. Luke's, Renton  
 \*OFC: 99 Wells Av S, Renton 98055 255-3323  
 RES: 1827 SE 18th Pl, Renton 98055 255-7232

R SCHREINER, Charles F., Ph.D. (1972) (Blanny)  
 \*RES: 3690 Woods Rd E, Port Orchard 98366 871-3013

NS SGOVELL, Dean H. (1971) (Dorothy)  
 Assisting Priest, St. Luke's, Renton  
 \*RES: 505 Mt. Olympus Dr SW, Issaquah 98027 392-5938



SEAMAN, Henry F. (1967) (Page)		
	Vicar, Church of the Good Shepherd, Federal Way	
	*OFC: PO Box 3108, Federal Way 98063-3108	839-6100
	*RES: 29500 11th Pl S, Federal Way 98063	839-4635
NS	SELL-LEE, William (1982) (Sandra)	
	Interim, St. Michael and All Angels, Issaquah	
	OFC: PO Box 1319, Issaquah 98027	392-3215
	*RES: PO Box 10947, Bainbridge Island 98110	842-8078
	*RES: PO Box 10947, Bainbridge Island 98110	842-8078
NS	SHELDON, George M. (1975) (Joan)	
	Supply Priest, St. Mark's, Montesano	
	*RES: 6708 Miner Dr SW, Tumwater 98502	754-6254
NS	SHERMAN, Guy C. (1973) (Dianne)	
	Assisting Priest, Trinity Church, Everett	Ofc 339-2444
	*RES: 1014 Hoyt Av, Everett 98201	252-2238
NS	SHIVELEY, John P. (1976) (Dorothy)	
	Deacon, St. Dunstan's of the Highlands Parish, Seattle	363-4319
	*RES: 118 N 178th St, Seattle 98133	542-3448
NP	SKANSE, Oliver B. (1968) (Lois)	
	Chaplain, St. John's Episcopal School	
	*MLG: 911 Marine Dr, Tumon Bay, Guam 96911	
NS	SLEE, John L.F. (1977) (Betty)	Ofc 931-3910
	Assisting Priest, St. Luke's, Seattle	
	*RES: 3436 14th Av S, Seattle 98144	325-2559
	SMITH, Don L. (1981) (Pat)	
	Rector, St. Paul's, Mount Vernon	
	*MLG: PO Box 1142, Mount Vernon 98273	
	OFC: 18th and Kincaid, Mount Vernon	424-1822
	RES: 2119 Trumpeter, Mount Vernon 98273	424-9117
	SMITH, Homer H. (1968) (Iris)	
	Rector, St. Luke's, Sequim	
	*OFC: PO Box 896, Sequim 98382	683-4862
	RES: 125 Stone Rd, Sequim 98382	683-5840
	SMITH, John R., Jr. (1983) (Kathleen)	
	Assistant, St. Paul's, Seattle	
	*OFC: 15 Roy St, Seattle 98109	282-0786
	RES: 10050 12th Av SW, Seattle 98146	763-7227
NS	SNODGRASS, Marilyn S. (1978)	
	Deacon, St. Bede's, Port Orchard	
	*RES: 8406 Dogwood Ln, Gig Harbor 98335	858-3285
NS	SNOW, Peter D. (1984) (Karen Merriam)	
	*RES: 1421 42nd Av E, Seattle 98112	329-8571

SNYDER, Kenneth M. (1964) (Charlesta)  
 Vicar, St. Columba's, Des Moines  
 OFC: 2031 S 216th St, Seattle 98188 824-1966  
 \*RES: 6023 121st Av SE, Bellevue 98006 746-9296

NS SONNESYN, Roger (1984) (Tricia)  
 \*RES: 26508 173rd Pl SE, Kent 98042 631-2744

STASNEY, Jon S. (1979) (Dale)  
 Associate, St. Thomas' Church, Medina  
 \*OFC: PO Box 124, Medina 98039 454-9541  
 RES: 8830 NE 28th St, Bellevue 98004 453-0962

R STERLING, Edward A. (1979) (Margaret)  
 \*RES: 3762 Palisades Pl W, Tacoma 98466 565-5137

NP STEWART, Daniel R. (LCDR CHC USNR) (1969) (Jill)  
 \*OFC: Station Chapel, MCAS Kaneohe Bay HI 96863 (808)257-2128  
 RES: 515B Keolu Dr, Kailua HI 96734 (808)262-2177

STEWART, Ralph R. (1980) (Mary)  
 Rector, St. John The Baptist, Seattle  
 \*OFC: 4210 SW Hanford St, Seattle 98116 937-4545  
 RES: 8835 41st SW, Seattle 98136 932-6631

R STEWART, Stuart (1971) (Debby)  
 \*RES: 9414 Division Ln SW, Tacoma 98499 582-4193

STORM, David A. (1967)  
 Rector, St. Andrew's, Port Angeles  
 \*OFC: PO Box 609, Port Angeles 98362 457-4862  
 RES: 418 E 12th, Port Angeles 98362 457-7251

NS TAYLOR, Michael S. (1972) (Judy)  
 \*RES: 8909 Mulberry Ct SE, Yelm 98597 458-5289

NS TAYLOR, Patricia L. (1984) (James)  
 Deacon, Trinity Church, Seattle  
 Hospital Chaplaincy Coordinator  
 \*OFC: 609 Eighth Av, Seattle 98104 624-5337  
 RES: 1504 NW 188th St, Seattle 98177 542-1446

TENCH, Jack M. (1969) (Joan)  
 Rector, St. Stephen's, Oak Harbor  
 \*MLG: Box 1800, Oak Harbor 98277  
 OFC: 7163 70th Av NE, Oak Harbor 98277 679-3431  
 RES: 7420 750th Av W, Oak Harbor 98277 679-1746

TOLL, Richard K. (Oregon) (Elaine)  
 Canon of Honor, Diocese of Olympia  
 St. John's Church, 2036 Jefferson, Milwaukie OR 97222 (503)653-5880

TOMTER, Patrick A. (1968) (Evelyn)  
 Rector, Christ Church, Tacoma  
 \*OFC: 310 K St, Tacoma 98403 383-1569  
 RES: 3705 N Proctor, Tacoma 98407 759-1483

	TRUITT, L. Walter (1964)		
	Vicar, St. Paul's, Port Townsend		
	*MLG: P. O. Box 753, Port Townsend 98368		
	OFC/RES: 1020 Jefferson St, Port Townsend 98368		385-0770
R	TWITCHELL, R. Norris (1980) (Isabel)		
	Assisting Priest, St. Thomas', Medina		
	*RES: 14041 109th Av NE, Kirkland 98034		821-8716
R	VANCE, John R. B. (1965) (Margaret)		
	*RES: 3621 N 18th St, Tacoma 98406		752-8976
NS	VAN ETEN, Albert K. (1965) (Barbara)		
	Deacon, Christ Church, Puyallup		
	*RES: 517 15th Av SE, Puyallup 98371		845-8501
	VICENT, S. Jose (1970) (Barbara)		
	Rector, St. John's, Snohomish		
	*OFC: 913 Second St, Snohomish 98290		568-4622
	RES: 13004 47th Av SE, Everett 98204		337-6852
	VIGGERS, Jack (Idaho) (Nancy)		
	Assistant, St. Andrew's, Port Angeles		
	*OFC: PO Box 609, Port Angeles 98362		457-4862
	RES: 536 E 11th St, Port Angeles 98362		452-6177
	VRUWINK, John H. (1969) (Emma)		
	Rector, St. Thomas', Medina		
	*OFC: PO Box 124, Medina 98039		454-9541
	RES: 1017 NE 84th Av, Medina		454-1095
NS	WALKER, John F. (1981) (Jean Wharton)		
	OFC: 4029 40th St NW, Oak Harbor 98277		675-3888
	*RES: 1312 E Blackberry Ln, Oak Harbor 98277	Ans Srvc	675-8882
R	WANAMAKER, Douglas R. (1968) (Clara Louise)		
	*RES: PO Box 3087, Federal Way 98063-3087		874-6544
NS	WAPPLER, Harry (1977) (Mary)		
	OFC: KIRO TV, 3rd and Broad, Seattle 98121		624-7077
	*RES: 2125 First Av #2101, Seattle 98121		
R	WEBB, W. Robert (1947) (Carol)		
	*RES: 18384 Ridgfield Rd NW, Seattle 98177		542-4870
NS	WENDFELDT, Stephen (1984) (Kathy)		
	*RES: 11514 Chadwick Ct, Bainbridge Island 98110		842-5461
R	WEST, Johnson (1951) (June)		
	*RES: PO Box 47, Olga WA 98279		376-4748
	WESTLING, Delbert S. (1985) (Doris)		
	Vicar, St. Aidan's, Camano Island		
	*RES: 1515 6th Av W #301, Seattle 98119		282-0941
R	WILL, Robert C. (1975) (Marion)		
	Deacon, St. John's, Olympia		
	*RES: 2500 S 370th St #253, Federal Way 98003		952-4649

WILLIAMS, Hollis R., Jr. (1985) (Katherine)  
 Rector, Trinity Church, Everett  
 \*OFC: 2301 Hoyt Av, Everett 98201 252-4129  
 RES: 3420 Kromer Av, Everett 98201 252-6898

WILSON, George S. (1976)  
 Rector, St. Alban's, Edmonds  
 \*OFC: 21405 82nd Pl W, Edmonds 98020 778-0371  
 RES: 21628 98th W, Edmonds 98020 776-3582

NP WILTON, G. W. Paul (1977) (Daniele)  
 Chaplain, Pastures Hospital  
 \*RES: 66 Chestnut Av, Mickleover/Derby DE3 5DQ, England U.K.

WINN, John B. (1959) (Ann)  
 Archdeacon, Pierce County and Peninsula Archdeaonries  
 Vicar, St. Antony's, Silverdale  
 \*OFC: PO Box 2822, Silverdale 98383 698-2555  
 RES: 5106 236th Ct E, Graham 98338 847-4928

WOLFE, V. Eugene (1973) (Nancy)  
 Priest-in-charge, St. Clement's, Seattle 324-3072  
 Chaplain, Puget Sound Maritime Ministry  
 OFC: 2330 1st Av, Seattle 98121 441-1622  
 \*RES: 5064 Beach Dr SW, Seattle 98136 932-1559

NS YIP, Paul K. (1985) (Yvonne)  
 \*RES: 932 Chilliwack, New Westminster BC V3L 4V5 Canada

NS YUNKER, Richard W., D.D.S. (1971) (Sue)  
 Assisting Priest, Church of the Good Shepherd, Vancouver  
 \*OFC: 3603 Main St, Suite 103, Vancouver 98663 695-7851  
 RES: 5200 NW Cherry St, Vancouver 98663 694-5054

ZIMMERMAN, Curtis (Canon of Honor, Hawaii) (1979)  
 Rector, Christ Church, Puyallup  
 \*OFC: 210 5th St SW, Puyallup 98371 848-2323  
 RES: 301 21st St NW, Puyallup 98371 845-1581

# LICENSED CLERGY

AINSLEY, Herbert W. (New Westminster) (Margaret) Assisting Priest, St. Stephen's, Seattle *RES: 20802 7th Pl S, Des Moines 98148	522-7144 878-5779
BARNETTE, David C. (California) (Lela) *RES: 1521 Hwy 101 W, Sp 43, Sequim 98382	683-9104
BELL, John R., Jr. (Florida) (Gretchen) Interim Dean, St. Mark's Cathedral *OFC: 1245 Tenth Av E, Seattle 98102	323-0300
DILLS, R. Scott (Spokane) (Eleanor) OFC: 2211 E Madison, Seattle 98112 *RES: 919 21st Av E, Seattle 98112	447-2378 329-6192
DOBSON, Thomas E. (Oregon) *MLG: PO Box 200806, Seattle 98102	325-0876
ELLIOTT, Joseph W. (Northern California) (Billie) Vicar, St. Christopher's, Westport OFC: PO Box 1248, Westport 98595 *RES: 1008 300th Pl, Ocean Park 98640	665-5977
FERRY, Daniel H. (Arizona) Assisting Priest, Church of the Ascension, Seattle *OFC: 2330 Viewmont Way W, Seattle 98199 RES: 530 W. Olympic PLACE #311, Seattle 98119	283-3967 281-9423
FORD, R. Lawrence (Ohio) (Peggy) OFC: 701 5th Av (Columbia Ctr)(Prudential Ins) Suite 2000 *RES: 2424 109th Av SE, Bellevue 98004 (Seattle)	447-1515 455-4606
HUBBARD, H. Winfield (Spokane) (Phyllis) Assisting Priest, St. David's, Shelton *MLG: Route 2, Box 468, Vashon 98070	463-5043
INLOW, E. Burke, Ph.D. (Pennsylvania) (Louise) *RES: 2340 Magnolia Blvd W, Seattle 98199	282-3802
LEWIS, Meg (Hawii) (Capt Harold USN) Deacon, Christ Church, Seattle *RES: NAVSTA Qtrs A, Seattle 98115	527-7008
LONGWOOD, Kathleen (Casey) (Oregon) Assistant, St. Stephen's, Longview-St. Matthew's, Castle Rock *OFC: 1428 22nd Av, Longview 98632 RES: 1029 NE 31st Av, Portland OR 97232	423-5600
NEILL, James R., III, CDR CHC USN (Western North Carolina) (Fiona) Chaplain, USS Sacramento (ACE 1) FPO Seattle WA 98799-3012 *RES: 1621 Morang Rd, Qtrs U, PSNS Bremerton 98310	479-1802
NESKE, Robert N., Jr. (Capt) (Newark) Chaplain, Fort Lewis (messages) *OFC: Office of Staff Chaplain, 9th Inf Div, Ft. Lewis 98433	967-7151 967-5642

NICHOLS, Robert (South Adelaide, Australia) (Marge Bevlin)  
\*RES: Star Route 95, Eastsound 98245

RODGERS, Stephen M. (New York) (Lesley)  
Supply Priest, St. Timothy's, Yelm  
Chaplain, Charles Wright Academy, Tacoma  
OFC: 7723 Chambers Crk Rd, Tacoma 98467 564-2171  
\*RES: 15113 Defiance Rd SE, Olalla 98359 857-5708

VIGGERS, Jack (Idaho) (Nancy)  
Assistant, St. Andrew's, Port Angeles  
\*OFC: PO Box 609, Port Angeles 98362 457-4862  
RES: 536 E 11th St, Port Angeles 98362 452-6177

WARING, William D. (Western Mexico)  
\*RES: 7052 19th Av NE, Seattle 98115 524-5038



# CHURCH DIRECTORY

<u>Convocation</u>	Central	C	Overlake	O	Seattle South	SS
<u>Designations</u>	Northern	N	Peninsula	PN	Seattle North	SN
	Pierce County	PC	Southern	S	South King	SK
<u>Location</u>	<u>Church and Address</u>			<u>Convoc</u>	<u>Phone &amp; Clergy</u>	
Aberdeen	St. Andrew 400 E 1st St, Aberdeen 98520			C	533-2511 The Rev. Thomas R. Halbrook	
Allyn	St. Hugh Allyn 98524			PN	275-3177 The Rev. Alan Jordan	
Anacortes	Christ Church 1216 7th St, Anacortes 98221			N	293-5790 The Rev. Colin Campbell, Int.	
Auburn	St. Matthew 123 L St NE, Auburn 98002			SK	833-0890 The Rev. J. Reginald Butt	
Bainbridge Island	St. Barnabas Wyatt Av at head of Bay MLG: PO Box 10207 Bainbridge Island 98110			PN	842-5601 The Rev. David L. Heaney The Rev. Randal B. Gardner	
Bellevue	Church of the Resurrection 15220 Main St, Bellevue 98007			O	746-0322 The Rev. John P. Lambert	
Bellevue	St. Margaret 4228 128th Av SE, Bellevue 98006			O	746-6650 The Ven. Wallace E. Bristol The Rev. John Nemes	
Bellingham	St. Paul 2117 Walnut St, Bellingham 98225			N	733-2890 The Rev. E. John Langlitz The Rev. Ronald Reddell	
Blaine	Christ Church 4th and Boblett St, Blaine 98230 MLG: 1402 8th St, Anacortes 98221			N	293-2961 (Anacortes) The Rev. Hugh Barnes	
Bremerton	St. Paul 700 Callahan Dr MLG: PO Box 2172, Sheridan Park Station, Bremerton 98310			PN	377-0106 The Rev. Norman S. Johns, III	
Burien (Seattle)	St. Elizabeth 1005 SW 152nd St, Seattle 98166			SK	243-6844 The Rev. Jon M. Lindenauer	
Camano Island	St. Aidan Land's Hill, 1½ miles W of Stanwood MLG: PO Box 145, Stanwood 98292			N	629-3969 The Rev. Del Westling	

<u>Location</u>	<u>Church and Address</u>	<u>Convoc</u>	<u>Phone and Clergy</u>
Castle Rock	St. Matthew Studebaker Av, Castle Rock 98611 Mission, St. Stephen's, Longview	S	423-5600 (Longview) The Rev. Donald G. Brown The Rev. Casey Longwood
Cathlamet	St. James The Old Highway, Cathlamet 98612	S	(503)363-5393 (Salem, OR) The Rev. Hugh Miller
Centralia	St. John Main and Rock Streets MLG: PO Box 503, Centralia 98531	C	736-6991 The Rev. Norris Pearson, Int
Chehalis	Church of the Epiphany 18th and Sniveley Streets MLG: PO Box 277, Chehalis 98532	C	748-8232 The Rev. Robin Luethe
Darrington	Church of the Transfiguration Commercial and Riddle Streets Darrington 98241	N (contact)	435-3597 Mr. F. Rush Bradley 30624 N Brooks Creek Rd Arlington 98223
Des Moines	St. Columba 2031 S 216th St, Seattle 98188	SK	824-1966 The Rev. Kenneth M. Snyder
Edmonds	St. Alban 21405 82nd Pl W, Edmonds 98020	SN	778-0371 The Rev. George S. Wilson
Elma	St. Luke Division and W Young MLG: PO Box 1294, Elma 98541	C	482-3231 The Rev. John Metzler Supply
Enumclaw	St. Catherine Marion and Washington Sts MLG: PO Box 66, Enumclaw 98022	SK	825-1544
Everett	Trinity Church 2301 Hoyt Av, Everett 98201	N	252-4129 The Rev. Hollis Williams The Rev. Guy C. Sherman The Rev. L. Wayne Bond The Rev. H. Stewart Ross
Federal Way	Church of the Good Shepherd S 312th and 4th Av S MLG: PO Box 3108, Fed Way 98063-3108	SK	839-6100 The Rev. Henry F. Seaman The Rev. John T. Ledger
Forks	St. Swithin Mission of St. Andrew's, Pt. Angeles Meeting in homes	PN	457-4862 (Pt. Angeles) The Rev. David A. Storm The Rev. Jack Viggers
Freeland	St. Augustine-in-the-Woods 5217 Honeymoon Bay Rd MLG: PO Box 11, Freeland 98249	PN	321-4887 The Ven. William Burnett
Friday Harbor	St. David 760 Park St, Friday Harbor 98250	N	378-5622 The Rev. Edward Leche

<u>Location</u>	<u>Church and Address</u>	<u>Convoc</u>	<u>Phone and Clergy</u>
Gig Harbor	St. John 7701 46th Av NW, Gig Harbor 98335	PC	858-3777 The Rev. Richard French interim
Hoodsport	St. Germain N 600 Lake Cushman Rd MLG: PO Box 222, Hoodsport 98548	C	877-9879 (Shelton) The Rev. Donald J. Maddux The Rev. Winfield Hubbard
Hoquiam	Holy Trinity 212 4th St, Hoquiam 98550	C	532-5262
Issaquah	St. Michael and All Angels 2nd And Darst MLG: PO Box 1319, Issaquah 98027	O	392-3215 The Rev. William Sell-Lee interim
Kenmore	Church of the Redeemer 62nd NE and NE 182nd MLG: PO Box 677, Kenmore 98028	SN	486-3777 The Rev. John Fergusson The Rev. Walter Knowles
Kent	St. James 24447 94th Av S MLG: PO Box 156, Kent 98032	SK	852-4450 The Rev. John L. Gretz The Rev. Jack L. Bigford
Kirkland	St. John 105 State Street MLG: PO Box 514, Kirkland 98033	O	827-3077 The Rev. Robert E. Dunn The Rev. G. F. Ethelston
Lacey	St. Benedict PO Box 3811, Lacey 98503	C	456-5908 (Residence) The Rev. John W. Gibbs Ofc 456-2240 (Lutheran Church)
Longview	St. Stephen 1428 22nd Av, Longview 98632	S	423-5600 The Rev. Donald G. Brown The Rev. Casey Longwood The Rev. John P. Glase
Lopez Island	Grace Church Humphrey Head MLG: PO Box 277, Lopez Island 98261	N	468-3477 The Rev. John B. Lockerby
Maple Valley	St. George 24231 Witte Rd SE MLG: PO Box 376, Maple Valley 98038	SK	432-0389 The Rev. Edwin Hitchcock
Marysville	St. Phillip 4312 84th St NE, Marysville 98270	N	659-1727 The Rev. Michael Jarvis
Meadowdale	St. Hilda-St. Patrick 15224 52nd Av W, Edmonds 98020	N	743-4655 The Rev. Marianne Bogel
Medina	St. Thomas 84th Av NE and NE 12th St MLG: PO Box 124, Medina 98039	O	454-9541 The Rev. John H. Vruwink The Rev. Jon S. Stasney The Rev. Walcott Hunter The Rev. Norris Twitchell

<u>Location</u>	<u>Church and Address</u>	<u>Convoc</u>	<u>Phone and Clergy</u>
Mercer Island	Emmanuel 4400 86th Av SE, Mercer Isl 98040	O	232-1572 The Rev. William Boyd, int The Rev. Robert McNaul
Mill Creek	St. Francis 13716 Bothell Hwy, Mill Creek 98012	N	745-6552 The Rev. Robert Bethea
Monroe	Church of Our Saviour 329 S Lewis St MLG: PO Box 99, Monroe 98272	N	794-4816 The Rev. David J. Gunderson
Montesano	St. Mark 124 Sylvia, Montesano 98563	C	249-3281 The Rev. George Sheldon Supply Priest
Mount Vernon	St. Paul 18th and Kincaid Sts MLG: PO Box 1142, Mt. Vernon 98273	N	424-1822 The Rev. Don L. Smith
North Bend	St. Clare MLG: 2610 110th Av NE Bellevue 98004	O	822-3003 The Rev. Henry S. Rogers
Oak Harbor	St. Stephen 7163 70th Av NE, Oak Harbor 98277 MLG: Box 1800, Oak Harbor 98277	N	679-3431 The Rev. Jack M. Tench
Olympia	St. Christopher 3320 79th Ave NW, MLG: PO Box 6235, Olympia 98502	C	866-2111 The Rev. Robert Biever
Olympia	St. John 114 E 20th Av, Olympia 98501	C	352-8527 The Rev. James H. Blundell The Rev. Robert Biever The Rev. Robert Will
Orcas Island	Emmanuel MLG: PO Box 8, Eastsound 98245	N	376-2352 The Rev. Robert W. Howell, Jr.
Port Angeles	St. Andrew 510 E Park St MLG: PO Box 609, Pt. Angeles 98362	PN	457-4862 The Rev. David A. Storm The Rev. Jack Viggers
Port Gamble	St. Paul Chapel of St. Charles, Poulsbo Main St (Hwy), Port Gamble MLG: PO Box 446, Poulsbo 98370	PN	779-3524 (Poulsbo) The Rev. Joseph P. Carney The Rev. Allan Hall
Port Orchard	St. Bede 6878 Bethel-Burley Rd SE Port Orchard 98366	PN	876-1182 The Rev. Ernest Radcliffe
Port Townsend	St. Paul 1020 Jefferson St MLG: PO Box 753, Pt. Townsend 98368	PN	385-0770 The Rev. L. Walter Truitt
Poulsbo	St. Charles 20295 Little Valley Rd MLG: PO Box 446, Poulsbo 98370	PN	779-3524 The Rev. Joseph P. Carney

<u>Location</u>	<u>Church and Address</u>	<u>Convoc</u>	<u>Phone and Clergy</u>
Puyallup	Christ Church 210 5th St SE, Puyallup 98371	PC	848-2323 The Rev. Curtis Zimmerman The Rev. Albert Van Etten
Redmond	Church of the Holy Cross 11526 162nd Av NE MLG: PO Box 304, Redmond 98052	O	885-5822 The Rev. Charles Atcheson
Renton	St. Luke 99 Wells Av S, Renton 98055	SK	255-3323 The Rev. John G. Schaeffer The Rev. Dean Scovell
Rockport	St. Martin-St. Francis 100 Mile Post, Hwy 20 MLG: PO Box 128, Sedro-Woolley 98284	N	855-0040 (Sedro-Woolley) The Rev. David W. Close
Seattle	All Saints 5150 S Cloverdale St, Seattle 98118	SS	721-0285 The Rev. J. William Bertolin
Seattle	Church of the Ascension 2330 Viewmont Way W, Seattle 98199	SS	283-3967 The Rev. H. Frederick McLauchlan The Rev. Daniel Ferry
Seattle	Christ Church 1305 NE 47th St, Seattle 98105	SN	633-1611 The Rev. Barrett K. Lindsey The Rev. Meg Lewis
Seattle	Church of the Epiphany 1807 38th Av, Seattle 98122	SS	324-2573 The Rev. Philip M. Compton The Rev. David Jackson
Seattle	Saints Martha and Mary Chapel Pike Market Ministry 1926 Post Alley, Seattle 98101	SS	441-1814 The Rev. Carol Ludden
Seattle	St. Andrew 111 NE 80th, Seattle 98115	SN	523-7476 The Rev. Stanley G. Fowler The Rev. Paul Collins
Seattle	St. Clement 1501 32nd Av S, Seattle 98144	SS	324-3072 The Rev. V. Eugene Wolfe
Seattle	St. David 18842 Meridian Av N, Seattle 98133	SN	364-4860 The Rev. Paul Fluck
Seattle	St. Dunstan (The Highlands Parish) 722 N 145th St, Seattle 98133 Florence Henry Memorial Chapel The Highlands MLG: PO Box 33029, Seattle 98133	SN	363-4319 The Rev. Thomas Dement The Rev. John Shiveley
Seattle	St. George 2212 NE 125th St MLG: PO Box 25535, Seattle 98125	SN	362-2747 The Rev. Charles A. Forbes, Jr.

<u>Location</u>	<u>Church and Address</u>	<u>Convoc</u>	<u>Phone and Clergy</u>
Seattle	St. James of Jerusalem 609 Eighth Avenue MLG: PO Box 3292, Seattle 98114	SS	624-2644
Seattle	St. John the Baptist 4210 SW Hanford St, Seattle 98116	SS	937-4545 The Rev. Ralph R. Stewart The Rev. Kenneth Grabinski
Seattle	St. Luke 5710 22nd Av NW, Seattle 98107	SN	784-3119 The Rev. Kevin E. Martin The Rev. Thomas R. Minifie The Rev. Robert Blessing The Rev. John L. F. Slee
Seattle	St. Margaret (White Center) 2440 SW Roxbury, Seattle 98106	SK	767-5150 The Rev. Susan Creighton
Seattle	St. Mark's Cathedral 1245 Tenth Av E, Seattle 98102	SS	323-0300 The Rev. John R. Bell, Jr. Interim The Very Rev. John C. Leffler Dean Emeritus The Rev. Canon Carla Berkedal The Rev. Canon John Huston
Seattle	St. Paul 15 Roy St, Seattle 98109	SS	282-0786 The Rev. Peter C. Moore The Rev. John R. Smith, Jr.
Seattle	St. Peter 1610 S King St, Seattle 98144	SS	323-5250 The Rev. Timothy M. Nakayama
Seattle	St. Stephen 4805 NE 45th St, Seattle 98105	SN	522-7144 The Rev. Michael Creighton The Rev. Stephen Garratt The Rev. Herbert W. Ainsley
Seattle	Trinity 609 Eighth Av, Seattle 98104	SS	624-5337 The Rev. Allan C. Parker, Jr. The Rev. Philip L. Peterson The Rev. Patricia Taylor
Seaview	St. Peter Fourth St, Seaview MLG: PO Box 268, Seaview 98644	C	642-3115 The Rev. John Mann
Sedro-Woolley	St. James State and Puget Sts MLG: PO Box 128, Sedro-Woolley 98284	N	855-0040 The Rev. David W. Close
Sekiu	St. Jerome Mission, St. Andrew's, Pt. Angeles Meeting in homes	PN	457-4862 (Pt. Angeles) The Rev. David A. Storm The Rev. Jack Viggers



<u>Location</u>	<u>Church and Address</u>	<u>Convoc</u>	<u>Phone and Clergy</u>
Sequim	St. Luke N Sequim Av and Spruce St MLG: PO Box 896, Sequim 98382	PN	683-4862 The Rev. Homer H. Smith The Rev. Allan Hall
Shaw Island	St. Thomas Little Red Schoolhouse MLG: 760 Park St, Friday Harbor 98250	N	378 (Friday Harbor) The Rev. Edward Leche
Shelton	St. David of Wales 4th and Cedar Sts MLG: PO Box 339, Shelton 98584	C	426-8472 The Rev. Donald J. Maddux The Rev. Winfield Hubbard
Silverdale	St. Antony of Egypt 10239 Old Frontier Road MLG: PO Box 2822, Silverdale 98383	PC	698-0555 The Ven. John B. Winn
Snohomish	St. John 913 Second St, Snohomish 98290	N	568-4622 The Rev. S. Jose Vicent
South Bend	St. John 501 Cowlitz St, South Bend MLG: P. O. Box 268, Seaview 98644	C	642-3115 (Seaview) 875-5326 (South Bend) The Rev. John Mann
Steilacoom	St. Joseph-St. John 1111 Old Military Rd SW MLG: PO Box 548, Steilacoom 98388	PC	584-6143 The Rev. Mark J. Miller
Tacoma	All Saints 205 96th St E, Tacoma 98445	PC	537-2970
Tacoma	Christ Church 310 N "K" St, Tacoma 98403	PC	383-1569 The Rev. Patrick A. Tomter The Rev. Clark Berge
Tacoma	Holy Family of Jesus 6800 Eastside Dr NE, Tacoma 98422	PC	927-9808 (St. Matthew, Tac) The Rt. Rev. David R. Cochran Mr. Moeung Mom, Lay Pastor
Tacoma	St. Andrew 1201 S Jackson St, Tacoma 98465	PC	564-4402 The Rev. West R. Davis
Tacoma	St. Luke 3615 N Gove, Tacoma 98407	PC	759-3534 The Rev. George L. King
Tacoma	St. Mary (Lakewood) 10630 Gravelly Lk Dr SW, Tacoma 98499	PC	588-6621 The Rev. Kent T. McCulloch
Tacoma	St. Matthew 6800 Eastside Dr NE Tacoma 98422	PC	927-9808 The Rev. Douglas J. Hadley
Tahuya	St. Nicholas (Hood Canal) PO Box 101, Tahuya 98588 MLG: NE 21 Rainier Pl N, Belfair 98528	PN	275-3177 (Belfair) The Rev. Alan Jordan

<u>Location</u>	<u>Church and Address</u>	<u>Convoc</u>	<u>Phone and Clergy</u>
Vancouver	All Saints 2100 NW 99th St, Vancouver 98665	S	573-8106 The Ven. Robert L. Christie The Rev. Elaine Morgan
Vancouver	Church of the Good Shepherd 805 SE Ellsworth Av, Vancouver 98664	S	892-7770 The Rev. Robert W. Rhodes The Rev. Richard W. Yunker
Vancouver	St. Luke 426 E Fourth Pl Blvd, Vancouver 98663	S	696-0181 The Rev. Edward H. Rankin The Rev. Orme S. Kellett
Vashon Island	Church of the Holy Spirit Main Rd, N of Vashon MLG: PO Box 508, Vashon 98070	SS	567-4488 The Rev. Stephen Gehrig
Washougal	St. Anne 2350 B St, Washougal MLG: PO Box 62, Washougal 98671	S	835-5301 The Rev. Mary Ann Peters
Westport	St. Christopher W Spokane Av, Westport MLG: PO Box 1248, Westport 98595	C	665-5977 (Ocean Park) The Rev. Joseph Elliott
Yelm	St. Timothy PO Box 1109, Yelm 98597	C	857-5708 (Olalla) The Rev. Stephen Rodgers



MINUTES OF THE 76TH ANNUAL CONVENTION  
OF THE  
DIOCESE OF OLYMPIA  
NOVEMBER 7-8, 1986

Agenda Item 86/1

November 7, 1986

1. DEVOTIONS                      Morning devotions were led by the Rev. Curtis Zimmerman, Rector, Christ Church, Puyallup, the host parish. Susan Wohlford, Senior Warden, was the lector.
2. CALL TO ORDER                The 76th Annual Convention of the Diocese of Olympia was called to order by the Right Reverend Robert Hume Cochrane, D.D., Bishop of Olympia, at 8:45 AM, Friday, November 7, 1986, in St. Mark's Cathedral.
- CERTIFICATION  
OF QUORUM                      The Venerable Paul E. Langpaap, Secretary of Convention, certified the presence of a quorum of clergy and lay delegates.
3. ELECTION OF  
SECRETARIES                    The Reverend John Schaeffer, Chairman of the Nominating Committee, nominated the Venerable Paul E. Langpaap as Secretary of the 76th Annual Diocesan Convention. Motion was made to close nominations and request the secretary to cast a unanimous ballot. Motion was seconded and PASSED.
- APPOINTMENT  
OF ASSISTANT  
SECRETARIES                    Secretary Langpaap appointed the following people to serve as Assistant Secretaries to Convention: Ms. Betsy Greenman, Ms. Pearl LaRonde, Mrs. Ruth Adams and The Reverend Timothy Nakayama.
4. APPOINTMENT OF  
CHANCELLOR                    Bishop Cochrane appointed the Honorable DeWitt Williams, Esq., as Chancellor of the Diocese. Motion was made, seconded and PASSED to approve the appointment.
5. REPORT OF  
COMMITTEE ON  
DISPATCH OF  
BUSINESS                      Miss Mary Drew, Chair of the Committee on Dispatch of Business moved adoption of report 86/1, ORDER OF BUSINESS. Motion was seconded and PASSED to accept the agenda order as presented.

November 7, 1986

ORDER OF BUSINESS

86/1

<u>Estimated Time Frame</u>	<u>Agenda Item</u>	<u>Reference</u>
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Friday, November 7, 1986

8:30 - 9:00 am

- |  |      |
|--|------|
| 1. Devotions   |      |
| 2. Call to Order & Certification of Quorum                           |      |
| 3. Election of Secretary; Appointment of Assistant Secretaries,      |      |
| 4. Appointment of Chancellor   |      |
| 5. Report of Committee on Dispatch of Business                       | 86/1 |
| - Miss Mary S. Drew  |      |
| 6. Appointment of Committees and Commissions                         | 86/3 |
| 7. Episcopal Nomination - Trial Court                                |      |
| 8. Report of the Committee on Privilege                              | 86/4 |
| - The Reverend Steve Garratt   |      |
| 9. Report of the Committee on Admission of New Parishes and Missions |      |
| - The Reverend Ralph Stewart   |      |
| 10. First Report of the Committee on Resolutions                     | 86/6 |
| - The Reverend David Heaney  |      |

\*9:00 am

- |   |      |
|---|------|
| *11. Report of the Nominating Committee   | 86/7 |
| - Ms. Linda Dreys   |      |
| 12. Further Nominations   |      |
| 13. Nominations - Deputies to General Convention of the Episcopal Church (USA), July 1988 |      |
| 14. Introduction of New Clergy and Staff  |      |
| 15. Welcome - St. Mark's Cathedral  |      |
| The Rev. John Bell, Interim, and the Host Parish, Christ Church, Puyallup                 |      |
| - The Reverend Curtis Zimmerman   |      |
| 16. Report of the Committee on Constitution and Canons - Mr. Willard Wright               | 86/8 |

\*10:20 am

\*17. FIRST BALLOT

18. THE BISHOP'S ADDRESS AND CHARGE TO THE DIOCESE

12 noon - 1:15 pm      -      Noonday prayers -

Break for lunch - Recess

November 7, 1986

Estimated Time Frame

Agenda Items

Reference

Friday Afternoon

\*1:15 pm

19. Call to Order

\*20. REPORT OF TELLERS

21. Report of the Treasurer

86/9

- Mrs. Joyce McConnell

22. Diocesan Investment Fund Report

86/10

- Dr. James F. Hodges

23. Report of the Personnel Committee

86/13

- Mr. Richard Phelps

\*2:15 pm

\*24. Report of the Bishop and Diocesan Council

a) Annual Report - Mr. Richard Gadsden

86/14

b) Presentation and Action on 1987 Program

Budget - The Rt. Rev. Robert Cochrane

86/15

c) Presentation and Action on Net Disposable

Income Factor for 1988 - Mr. Matt Maury

86/16

d) Episcopal Charities Appeal

86/24

\*3:30 pm

\*25. SECOND BALLOT

26. Report of the Evaluation Committee

86/17

-The Rev. Stephen Gehrig

\*4:30 pm

\*27. Report of the Bishop's Commission on Education

- Mr. Robert Besecker

\*5:15 pm

\*28 REPORT OF TELLERS

\*FIXED ORDER OF BUSINESS

Recess until 8:30 a.m. Saturday

Convention Dinner - Seattle Trade Center

2601 Elliot Avenue

- Social Hour 6:00 p.m.

- Dinner 7:00 p.m.



November 7, 1986

<u>Estimated Time Frame</u>	<u>Agenda Items</u>	<u>Reference</u>
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Saturday, November 8, 1986

8:30 - 9:30am

29. Eucharist

9:30 am

30. Call to Order

\*9:50 am

\*31. THIRD BALLOT

32. Report of Pastoral Ministry Committee

- The Rev. Allan Parker, Jr.

33.. Second Report of Committee on Resolutions

86/6

\*11:45 am

\*34. REPORT OF TELLERS

\*12 noon

\* 35. FOURTH BALLOT (if necessary)

12:15 - 1:15 pm

Recess - Break for lunch

1:15 pm

36. Call to Order

37. Third Report of Committee on Resolutions

86/6

39. Report on Congregational Renewal & Mission

- Mrs. Carolyn Allendoerfer

40. Other Business

\*1:30 pm

\*41. REPORT OF TELLERS (if 4th ballot taken)

ADJOURNMENT

\*FIXED ORDER OF BUSINESS

November 7, 1986

6. APPOINTMENT OF  
COMMITTEES AND  
COMMISSIONS

Bishop Cochrane filed the report of the Convention Committee 86/3 by title (B-101) Action, under the Articles of the Incorporation, is needed on the appointment of the Board of Directors.

Members presently serving whose terms end this year: Miss Patsy Turnipseed

Mrs. Holt Webster

The Very Reverend C. Cabell Tennis  
Term ending in 1987: Mr. Norton Clapp

Mr. William Wilton.

Term ending in 1988: The Rev. John L. Gretz,

Mr. William E. Schneider

Mr. Samuel H. Brown.

The Bishop asked convention to approve the re-appointment for second three year term of: Miss Patsy Turnipseed of St. Paul's, Seattle  
Mrs. Holt Webster, St. Barnabas, Bainbridge  
The Bishop also appointed, The Rev. James H. Blundell, Rector of St. John, Olympia to take the place of Dean Tennis.

By motion made, seconded, PASSED convention approved the appointments.

7. EPISCOPAL  
NOMINATION OF  
TRIAL COURT

The Bishop nominated the members of the Trial Court 86/3/2. The members nominated and elected by motion made, seconded, PASSED were:

The Rev. Canon William Forbes, Chair

The Rev. Susan Creighton, St. Margaret, Seattle

The Rev. John P. Gorsuch, St. Marks, Seattle

The Hon. George E. Revelle, St. Marks, Seattle

The Hon. Hardyn B. Soule, St. Luke, Sequim

The Hon. Eugene A. Wright, St. Stephen, Seattle

The Hon. Stanley Taylor, St. Andrew,

Pt. Angeles

8. REPORT OF THE  
COMMITTEE ON  
PRIVILEGE

The Bishop called upon The Rev. Stephen Garratt, Chairman of the Committee on Privilege, to submit the report. The report, 86/4/1 contained the names of the people recommended to have seat and voice at the 76th Convention. By motion made, seconded and PASSED, the report was accepted.

COMMITTEE ON PRIVILEGE REPORT TO CONVENTION

The Committee on Privilege recommends that the following persons be given the privilege of seat and voice at the 76th Annual Convention of the Diocese of Olympia.

Retired Bishops now residing in the Diocese:

- The Rt. Rev. Lane W. Barton, Eastern Oregon
- The Rt. Rev. David R. Cochran, Alaska

Officers of the Diocese who are not delegates

- Dr. James F. Hodges, Executive Vice-President
- Mr. Raymond Copin, Deputy for Administration
- Mrs. Ruth Adams, Assistant Secretary
- Mrs. Christine Smith-Clark, Asst. Treasurer
- Mr. John Veblen, Parliamentarian Pro-Tem

Lay Staff Members:

- Mrs. Lois Bartholomew, Business Manager,  
Diocesan House
- Mr. John Cosby, Director of Huston Center
- Ms. Charlotte Ellis, Coordinator,  
Pastoral Ministries
- Ms. Betsy Greenman,  
Christian Education Director
- Mrs. Peggy Hansen, Archivist
- Ms. Nancy Harris Dean,  
Diocesan School of Theology
- Mr. Gregory Hope,  
Refugee Task Force Administrator
- Mr. and Mrs. Carmen Jordan,  
Directors, St. Andrew's House
- Ms. Cheryl Larsen, Human Needs Coordinator
- Ms. Kimberly Marlowe, Editor,  
Olympia Churchman
- Mrs. Nancy Wolfe, Youth Director

Board of Directors of the Diocese not Members  
of Convention:

- Mr. Samuel Brown
- Mr. Norton Clapp
- Mr. William Schneider
- Miss Patsy Turnipseed
- Mrs. Holt Webster
- Mr. William Wilton

Representing Institutions in the Diocese:

- Mr. Robert Klarsch, Headmaster,  
The Annie Wright School
- Mr. Robert Minnerly, Headmaster,  
Charles Wright Academy
- Mr. David Davis, Director,  
Episcopal Services for Youth
- Sister Ellen Stephen, Sister-in-charge,  
Order of St. Helena
- The Reverend John R. Bell, Jr., Interim,  
St. Mark's Cathedral

November 7, 1986

Representing Diocesan Committees/Commissions:

- Mr. Willard Wright, Constitution and Canons
- Mr. Richard Phelps, Personnel Commission
- Mr. Robert Besecker,  
Bishop's Commission on Education
- Mrs. Carolyn Allendoerfer,  
Congregational Renewal & Mission
- Ms. Linda Reys, Nominating Committee
- Mr. Kenneth Hofer,  
Stewardship Commission Chair
- Mrs. Betsy Strickland,  
Stewardship Commission

Representative from Developing Congregations:

- Mrs. Helen Rogers, St. Clare's, North Bend
- Mr. Drury Wood, St. Clare's, North Bend
- Mrs. Nancy Cook,  
St. Martin/St. Francis, Rockport
- Mrs. Ramona Fyfe, St. Martha-St. Mary Chapel,  
Pike Market Ministry
- Mr. Kevin Smith, St. Martha-St. Mary Chapel,  
Pike Market Ministry
- Mr. William Bellwood, St. Timothy's, Yelm
- Mrs. Jerrilee Petersen, St. Timothy's, Yelm

Licensed Clergy in the Diocese:

- Ainsley, Herbert W. (New Westminster)
- Barnette, David C. (California)
- Dills, R. Scott (Spokane)
- Dobson, Thomas E. (Oregon)
- Elliott, Joseph W. (Northern California)
- Ferry, Daniel H. (Arizona)
- Ford, R. Lawrence (Ohio)
- Hall, Mark (Maine)
- Harvey, William C. (Northern California)
- Hubbard, H. Winfield (Spokane)
- Inlow, E. Burke, Ph.D. (Pennsylvania)
- Lewis Meg (Hawaii)
- Longwood, Kathleen (Oregon)
- Neill, James R., III (CDR CHC USN)  
(Western North Carolina)
- Neske, Robert N., Jr. (Capt/USA) (Newark)
- Nichols, Robert (South Adelaide, Australia)
- Rodgers, Stephen M. (New York)
- Viggers, Jack (Idaho)
- Waring, William D. (Western Mexico)

9. REPORT OF  
COMMITTEE ON  
NEW PARISHES  
AND MISSIONS

The Rev. Ralph Stewart, Chairman of the Committee on Admission of New Parishes and Missions, reported that three missions and one parish were being admitted. The three missions to become organized missions in union with the Diocese are: Grace Church, Lopez Island, The Rev. John Lockerby, Vicar; Holy Family of Jesus, Tacoma, The retired Rt. Rev. David Cochrane, Vicar; St. Antony of Egypt, Silverdale, The Ven. John B. Wynn, Vicar. By motion made, seconded and PASSED these three congregations are admitted into union with Convention as Diocesan Missions.

Father Stewart recommended that the Church of the Holy Spirit, Vashon, The Rev. Stephen Gehrig, Rector, be admitted into union with the Diocese as a parish in compliance with Canon IX, Section 4. Holy Spirit has fulfilled the requirements of Article XV, Section 1, of the Constitution of the Diocese By motion made, seconded and PASSED, Holy Spirit was admitted as a Parish.

10. FIRST REPORT  
OF THE  
COMMITTEE ON  
RESOLUTIONS

The Rev. David Heaney, Chairman of the Committee on Resolutions, made the first report of the committee. He commented that the committee had received 38 resolutions. The committee combined several, some were withdrawn leaving 34 resolutions. The committee made minor changes to achieve greater clarity but did not change the intent of the author of the resolution. The committee has chosen to submit the resolutions without any recommendations for pass or don't pass. Any resolution from this point on in convention must be in writing and requires a majority vote of the convention in order to consider.

Mrs. Gwen Wrede, member of the Committee on Resolutions, presented the resolutions of courtesy and thanks appearing on document 86/6/2.

COURTESY RESOLUTIONS

BE IT RESOLVED, the 76th Annual Convention of the Diocese of Olympia send its love and best wishes to our beloved retired Bishop, Ivor and to Lillian, his wife; and especially this year on the occasion of their fiftieth wedding anniversary.

Agenda Item

November 7, 1986

- CR-2 BE IT RESOLVED, that the 76th Annual Convention of the Diocese of Olympia send its greetings to the Right Reverend David R. Cochran, retired Bishop of Alaska and to Mary, his wife, with thanksgiving for their ministry among us; for Bishop David as Vicar of Holy Family of Jesus Church, Tacoma, a new mission, admitted into union with the Diocese as a Diocesan Mission.
- CR-3 BE IT RESOLVED, that the 76th Annual Convention of the Diocese of Olympia send its greetings to the Right Reverend Lane Barton, retired Bishop of Eastern Oregon and to Mary, his wife, who reside in this Diocese.
- CR-4 BE IT RESOLVED, that fraternal greetings be sent to the Diocese of Kyoto, Japan expressing our friendship and asking God's blessing upon their Bishop, The Right Reverend St. George Yagi, and the people of the Diocese of Kyoto.
- CR-5 BE IT RESOLVED, that fraternal greetings be sent to the Diocese of Osaka, Japan expressing our friendship and asking God's blessing upon their Bishop The Right Reverend Christopher Kikawada, Primate of Nippon Sei Ko Kai, and the people of the Diocese of Osaka.
- CR-6 BE IT RESOLVED, that this convention thank the Committee on Convention and its chair, Miss Mary Drew, for its effective work in planning this Convention.
- CR-7 BE IT RESOLVED, that this Convention thank the Secretary of Convention, the Venerable Paul E. Langpaap, Archdeacon and the many persons who have assisted him in making the convention arrangements.
- CR-8 BE IT RESOLVED, that this Convention thank the clergy and people of Christ Church, Puyallup, the host parish for this Convention; and especially Susan Wohlford and Margaret Johnson, Co-Chair, and The Reverend Curtis Zimmerman for their contributions of time and talent in making Convention arrangements.
- B-9



CR-9 BE IT RESOLVED, that this Convention send its warm greetings and congratulations to Dr. and Mrs James F. Hodges, Vice President of the Diocese on the occasion of their fiftieth wedding anniversary.

CR-10 BE IT RESOLVED, that this Convention sends its warm greetings and congratulations to the following congregations on their anniversaries;  
-St. Germain, Hoodsport on their tenth;  
-St. Anne, Washougal on their thirty-fifth;  
-St. Barnabas, Bainbridge Island on their fortieth;  
-St. Matthew, Auburn on their ninetieth;  
-St. James, Cathlamet on the blessing of their new Bell Tower;  
-St. Antony of Egypt, Silverdale on the dedication of their new building;  
-St. Paul, Mount Vernon on the dedication of their new Education Building.

Resolution 10 was amended by motion and seconded to include the following churches;  
-St. Andrew, Port Angeles on their ninety fifth anniversary;  
-Good Shepherd, Federal Way on their twenty fifth anniversary.

Resolution 10a 86/6/19 was moved, seconded and PASSED.

CR-10a BE IT RESOLVED, that the Secretary of Convention of the Diocese of Olympia be directed to send a telegram conveying the greetings, prayers and best wishes of this Convention to the Right Reverend C. Cabell Tennis on the occasion of his ordination to the Episcopate in the Diocese of Delaware.

Congratulations were wired to the now Bishop of Delaware reading as follows:  
Text of the telegram:

The Bishop. Clergy and the People of the Diocese of Olympia meeting in Convention send their affectionate greetings, and on the day of your ordination as the ninth Bishop of Delaware pray for the riches of God's blessings on you, your family, and the people of Delaware in the years to come.

11. REPORT OF THE  
NOMINATING  
COMMITTEE

The Rev. John Schaeffer presented the report of the Nominating Committee.  
Nominated for TREASURER: Mrs. Joyce McConnell.  
There being no further nominations from the floor, nominations were closed and the secretary directed to cast a unanimous ballot.

MRS. MCCONNELL WAS ELECTED.

Nominated for ARCHIVIST: Mrs. Peggy Hansen.  
There being no further nominations from the floor, nominations were closed and the secretary directed to cast a unanimous ballot.

MRS. HANSEN WAS ELECTED.

Nominated for HISTORIOGRAPHER:  
The Rev. Charles Schreiner.  
There being no further nominations from the floor, nominations were closed and the secretary directed to cast a unanimous ballot.

THE REV. CHARLES SCHREINER WAS ELECTED.

The nominating committee report 86/7/2 was submitted by Father Schaeffer.

STANDING COMMITTEE:

Nominations moved and seconded

Clerical Order:           The Rev. Stephen Gehrig  
                          The Rev. Edward Rankin  
                          The Rev. Jack Tench

Lay Order:               Mr. Howard Bartlett  
                          Mr. Richard Cleveland

DIOCESAN COUNCIL:

Nominations moved and seconded

Clerical Order:           The Rev. David Heaney  
                          The Rev. George King

Lay Order:               Mr. William Barr  
                          Mrs. Jane Clemmons  
                          Mr. William Martin  
                          Mr. R. Alex Polson

11. NOMINATIONS  
REPORT

CATHEDRAL CHAPTER:

Nominations moved and seconded

Clerical Order:       The Rev. John Smith  
                          The Rev. Ralph Stewart

Lay Order:             Mrs. Eileen Johns  
                          Mrs. Katherine Rickert

12. FURTHER  
NOMINATIONS

Further nominations were as follows:

DIOCESAN COUNCIL:

Lay Order:             Duncan Bayne,  
                          St. Mark's Cathedral  
Motion made, seconded and PASSED to close  
nominations.

Clerical Order:       No further nominations  
Motion made, seconded and PASSED to close  
nominations.

STANDING COMMITTEE:

Lay order:             Jean Lee,  
                          St. Mark's Cathedral  
                          Ruth Schmidt,  
                          St. John's, Olympia.  
Motion made, seconded and PASSED to close  
nominations.

Clerical Order:       The Rev. Kenneth Snyder,  
                          Vicar, St. Columba,  
                          Des Moines.  
Motion made, seconded and PASSED to close  
nominations.

CATHEDRAL CHAPTER:

Lay Order:             Dr.       Michael     Evans,  
                          Epiphany,   Seattle.  
Motion made, seconded and PASSED to close  
nominations.

Clerical Order:       No further nominations  
Motion was made, seconded and PASSED to close  
nominations.

November 7, 1986

The Bishop stated that The Rev. Dr. Laura Fraser has resigned from the Standing Committee, effective November 7, 1986. There will be a special two year election in the clergy order for Standing Committee. This election will be held after the election for the four year term is completed.

13. DEPUTIES TO  
GENERAL  
CONVENTION

The secretary of Convention addressed the body with the rationale for nominating the deputies and alternates to General Convention at this 76th Diocesan Convention.

It is customary in this Diocese to conduct the election for Deputies in the year prior to the General Convention. It is also important that the names of Deputies be known well in advance in order to assure placement on committees of the General Convention. Since the General Convention in 1988 is in July rather than September, there is a need for Deputies to be elected now rather than wait until the end of 1987. For this reason, we ask the convention to make these elections this year.

There is a difficulty with the fact that the Diocesan Canons are so specific that there would have to be an election this year and confirmation next year. The Secretary asked that the Committee on Constitution request convention action on a proposed canonical change which, if taking effect immediately upon passage, would enable the election to be this year.

NOMINATIONS FOR DEPUTIES TO GENERAL CONVENTION:

Clerical:

The Rev. John Lambert  
The Rev. Patrick Tomter  
The Ven. Robert Christie  
The Rev. James Blundell  
The Rev. Stephen Gehrig  
The Rev. Michael Creighton  
The Rev. Kenneth Snyder  
The Rev. George King  
The Rev. Carla Berkedal  
The Rev. Mary Ann Peters

Lay:

Mr. Mel Matteson  
Mr. Richard Gadsden  
Mr. James Church  
Miss Mary Drew  
Mr. Kim Henry  
Ms. Christine Dubois  
Mrs. Joyce McConnell  
Mrs. Constance Moorehead  
Mr. W. W. (Tim) Washburn

November 7, 1986

The Rev. Jack Gorsuch rose to a point of personal privilege. He expressed the matter of principle that any priest of the Diocese, whether in the position of Rector or Vicar of a congregation or engaged, as he is, in a different form of ministry arrangement, should be eligible to stand for nomination for Deputy to General Convention. The Bishop concurred with Father Gorsuch making reference to the consistency of the remarks with those which the Bishop wrote in the OLYMPIA CHURCHMAN.

14. INTRODUCTION  
OF NEW CLERGY  
AND STAFF

Bishop Cochrane introduced the following Clergy and Staff to the Convention.

CLERGY

Canonically Resident since last convention

The Reverend Thomas Dement, Oregon  
Rector, St. Dunstan's, Seattle

New, not yet Canonical

The Reverend Philip Compton, Los Angeles  
Rector, Epiphany, Seattle  
The Reverend Jack Viggers, Idaho  
Assistant, St. Andrew's, Ft. Angeles

Newly licensed

Robert Nichols, South Adelaide, Australia  
Kathleen (Casey) Longwood, Oregon  
St. Matthew, Castle Rock  
David C. Barnette, California  
R. Lawrence Ford, Ohio  
Mark Hall, Maine  
William C. Harvey, Northern California  
Robert Neske, Newark Chaplain, Ft. Lewis  
William Waring, Western New Mexico

New Diocesan Staff

Raymond J. Copin,  
Deputy for Administration  
Kimberly Marlowe, Editor,  
Olympia Churchman  
Beverly Schlag,  
Secretary, Diocesan Resource Center  
Recorder, Diocesan Council  
Susan Bradshaw, Mail Room Clerk  
Jeanne Manning,  
Secretary to Youth Director

Agenda Items

November 7, 1986

15. WELCOME FROM  
THE CATHEDRAL  
AND THE HOST  
PARISH

The Rev. Canon Carla Berkedal welcomed the Convention to the Cathedral of St. Mark. Carla mentioned the Cathedral Search Process and indicated that members of the Search Committee included not only Parish and Cathedral Chapter representatives but members of the Clergy and the community at large. There will, along the way, be opportunity for the Diocese at large to indicate what it wants in the leadership of the next Dean. She mentioned the imminent arrival of the Interim Dean, The Rev. John Bell.

The Rev. Canon Curtis Zimmerman, Rector of Christ Church, Puyallup, the host parish, welcomed the Convention, thanking the members of Christ Church and especially the Senior Warden and Junior Warden and Clerk of the Vestry for their able assistance and organization.

16. REPORT OF THE  
COMMITTEE ON  
CONSTITUTION  
AND CANONS

The Report of the Committee on Constitution and Canons was presented by Mr. Willard Wright, Chairman. Document 86/8.

The first item is Section 1 of Article 12. Amendment to the first reading was approved last year. This must be approved by a two-thirds vote of the full convention before being presented to the two orders for adoption.

The amendment reads as follows:

Article XII,  
Section 1

At an Annual Meeting of the Diocesan Convention held not later than the year preceeding the year of the General Convention for which they are chosen, there shall be elected by a concurrent vote of a majority of both orders, four clerical and four lay deputies who shall represent this Diocese in the General Convention of the Protestant Episcopal Church.

This amendment would be in conformity with the Canons of the National Church and requires a two-thirds vote of the whole convention.

The motion made and seconded was PASSED by unanimous vote.



Section 4(b) Mr. Wright drew the attention of the Convention to an omitted segment of Section 4 (b). The insertion "needed as deputy in each order receiving the highest number of votes" comes after the words "the number of candidates." So that the entire sentence reads: "The number of candidates needed as deputy in each order receiving the highest number of votes in their respective orders shall be deemed elected." This was read at the 75th Diocesan Convention and printed in the Journal so no action other than the clarification for information is needed.

Section 3(b) Amendment: strike everything from the first comma, inserting the words: "alternates shall be elected from that order in the same manner" so that the entire section reads:

Amendment 3(b) After four deputies have been elected from any order, four alternates shall be elected from that order in the same manner.

Amendment moved, seconded and PASSED by unanimous vote.

The second reading of Article XII could become effective immediately upon passage by majority vote in each order by a unanimous vote of the convention.

Article XII was moved and second.

Article XII  
Section 5

Amendment to Article XII Section 5.  
"If at the Annual Meeting of the Convention in the year preceding the regular meeting of the General Convention, a vacancy shall have occurred among the Deputies and Alternates elected at a previous meeting of Convention, nominations and an election to fill the vacancy shall be made an order of business."

Adoption requires a two-thirds vote. PASSED by two-thirds majority.

Article XII  
Section 4(a)

Amendment to Article XII Section 4(a)  
"The number of candidates from each order shall be reduced to two more than the total number of Deputies and Alternates remaining to be elected in each order."  
Moved, seconded and PASSED by a two-thirds majority.

Vote by orders. Clerical order PASSED. Lay order PASSED. Moved, seconded and PASSED UNANIMOUSLY. The Annual Convention of the Diocese of Olympia properly adopted for immediate effect the following amendment to Article XII of the Constitution so that the same shall read as follows:

SECOND READING

ARTICLE XII

Deputies & Alternate Deputies to General Convention

- Section 1. At an Annual Meeting of the Diocesan Convention Church held not later than the year preceding the year of the General Convention for which they are chosen, there shall be elected by a concurrent vote of a majority of both orders, four clerical and four lay deputies who shall represent this Diocese in the General Convention of the Protestant Episcopal Church.
- Section 2. At least eight candidates shall be nominated from each order. Nominations shall be made from the floor.
- Section 3. Election of Deputies and Alternate Deputies during the first three ballots:
- (a) On any ballot, any number of candidates up to four receiving the highest vote in each order and a majority from both orders shall be elected Deputies.
  - (b) After four Deputies have been elected from any order, four Alternate Deputies shall be elected from that order in the same manner.
- Section 4. If during the first three ballots four Deputies have not been elected, a fourth ballot shall be cast to fill the positions not filled in the first three ballots as follows:
- (a) The number of candidates from each order shall be reduced to two more than the total number of Deputies and Alternates remaining to be elected in each order.
  - (b) The members of the order shall vote only for candidates from their order. The number of candidates needed as Deputy in each order receiving the highest number of votes in their respective orders shall be deemed elected. A majority vote is not required to elect. In case of a tie, another ballot shall be taken to resolve the tie.

Article XII

Section 4

- (c) Each of the remaining candidates shall be deemed elected Alternate Deputy and ranked in the order of the number of votes received.

Section 5. If at the Annual meeting of the Convention in the year preceding the regular meeting of the General Convention, a vacancy shall have occurred among the Deputies and Alternates elected at a previous meeting of convention, nominations and an election to fill the vacancy shall be made an order of business.

The Secretary instructed the convention on balloting procedures.

The Secretary announced the invitation for tea at the Convent of St. Helena to the Convention.

17. FIRST BALLOT The convention voted on the FIRST BALLOT.

The convention sang the hymn #513 "Like the Murmur of the Dove's Song".

18. THE BISHOP'S ADDRESS TO THE 76TH ANNUAL CONVENTION OF THE DIOCESE OF OLYMPIA.

MY BROTHERS AND SISTERS IN CHRIST:

"Grace and peace to you from God the Father and Our Lord Jesus Christ who sacrificed himself for our sins to rescue us out of this present age of wickedness, as our God and Father willed: to whom be glory for ever and ever. Amen"

Please remain standing and let us now remember before God the following faithful servants of the Lord who have entered into Paradise since last we met.

The Rev. Thomas G. Goman, Priest  
The Rev. Norman E. Stockwell, Priest  
The Rev. Harry White, Priest

Charles K. Bishop  
Lucille B. Smith  
William W. Vermilye  
Roy Sievers  
Reginald Robert Nestos, Jr.  
Aragorn Paul Smith  
Marjorie Eldred Howard  
Frank Howard

St. Anne, Washougal  
St. Anne, Washougal  
St. Andrew, Seattle  
Trinity, Everett  
St. Paul, Bremerton  
St. Paul, Bremerton  
St. Paul, Mount Vernon  
St. Paul, Mount Vernon

Bishop's Address

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Edward G. Goman  
 Dr. Hugh Tudor  
 Donna Blain  
 Ward Weisenbach  
 Henrietta Edson  
 Frank Ernst  
 Roscoe Thomas  
 Scott Edwin Ross  
 Thomas Anthony Purton  
 Hugo Hogland  
 Frances Huson  
 Frida Schoemaker  
 Helen Elizabeth Byer  
 Kinu Mizuki  
 Phylliss Audrey Kehler  
 Katherine McCloskey  
 Myra H. Wright  
 Dr. Blackburn Smith Joslin  
 Roderic Olzendam  
 Admiral Horace Butterfield  
 Samuel Felker  
 Owen Campbell  
 Elinor Haines  
 Roy Evans  
 Hazel Sweet  
 Edward H. Aune  
 Gene Scott Fadden  
 Frank Kelso

W. Budd Parsons  
 Jean Stewart Jordan  
 Ofell H. Johnson  
 Evelyn Meyers Koon  
 Charles E. Kincaid  
 Les Pinckney  
 Warren Edward Vadman  
 Martha Bustrack Jones  
 Ann Elizabeth Liska  
 Ruby Lord  
 Charles Lord  
 Helen Jones  
 Stella Pearl Runge  
 Christopher Kellett  
 John Richardson  
 Edith Bobcock  
 Edward Colcock  
 Beth Coblentz  
 Elizabeth Wells

Margit Fritsche  
 Catherine Peterson

Christ Church, Tacoma  
 Christ Church, Tacoma  
 St. Paul, Seattle  
 St. Paul, Seattle  
 Holy Spirit, Vashon  
 Holy Spirit, Vashon  
 Holy Spirit, Vashon  
 St. Alban, Edmonds  
 St. Alban, Edmonds  
 St. Nicholas, Tahuya  
 St. Nicholas, Tahuya  
 St. Peter, Seattle  
 St. Peter, Seattle  
 St. Peter, Seattle  
 St. Peter, Seattle  
 St. Margaret, Bellevue  
 St. Thomas, Medina  
 St. Thomas, Medina  
 St. Thomas, Medina  
 St. Mary, Tacoma  
 St. Mary, Tacoma  
 St. Matthew, Auburn  
 St. Matthew, Auburn  
 St. Matthew, Auburn  
 St. Matthew, Auburn  
 St. John, Gig Harbor  
 St. Michael & All Angels  
 St. Michael & All Angels  
 Issaquah  
 St. Stephen, Seattle  
 St. Stephen, Seattle  
 St. Stephen, Seattle  
 St. Stephen, Seattle  
 St. Stephen, Seattle  
 St. Andrew, Aberdeen  
 St. John, Olympia  
 St. John, Olympia  
 St. John, Olympia  
 St. Mark's Cathedral  
 St. Mark's Cathedral  
 St. Mark's Cathedral  
 All Saints, Seattle  
 St. Luke, Vancouver  
 St. Andrew, Tacoma  
 St. Andrew, Tacoma  
 Trinity, Seattle  
 St. Luke, Tacoma  
 St. Hilda-St. Patrick  
 Meadowdale  
 Epiphany, Seattle  
 Epiphany, Seattle

Bishop's Address

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Mary Winslow  
Glenn Anthony Huber  
Laura Bunn Sather  
Ethel Marie Selby  
Anne Wade

Epiphany, Seattle  
Christ Church, Puyallup  
Christ Church, Puyallup  
Christ Church, Puyallup  
St. Clement, Seattle

Let us pray: Almighty God, with whom still live the spirits of those who die in the Lord, and with whom the souls of the faithful are in joy and felicity; we give you hearty thanks for the good examples of these your servants, who, having finished their course in faith, now find rest and refreshment. May we, with them and with all who have died in the true faith of your Holy Name, have perfect fulfillment and bliss in your eternal and everlasting glory, through Jesus Christ our Lord. Amen. Rest eternal grant to them O Lord; and let light perpetual shine upon them. May their souls and the souls of all the faithful departed through the mercy of God, rest in peace. Amen

Now, in accordance with the canons, I record the clergy changes since last Convention.

Letters Dimissory have been issued, transferring the Rev. Barbara Dunn Riker to the Diocese of Southern Ohio; the Rev. Clinton F. Raymond, Jr. to the Diocese of New Westminster; the Rev. JoAnn Zwart Leach to the Diocese of Utah; the Rev. H. Camp Gordinier to the Diocese of El Camino Real; the Rev. Richard B. Matters to the Diocese of Western North Carolina; the Rev. Jacqueline Dickson to the Diocese of Spokane; the Rev. Thomas E. Murphy to the Diocese of Iowa; the Rev. Kerry Neuhardt to the Diocese of Arizona; the Rev. O'Driscoll to the Diocese of Virginia; the Rev. Richard G. Young to the Diocese of Western Louisiana; the Rev. William Harper to the Diocese of New York; and the Very Rev. Cabell Tennis to the Diocese of Delaware.

I have accepted a Letter of Renunciation of the Ministry from Laurence P. Teeter and, acting with the consent of the Standing Committee, and in accordance with the Canons, he has been deposed.

Letters Dimissory have been accepted for the Rev. John D. Nemes, Deacon from the Diocese of Minnesota; the Rev. Edwin Hitchcock from the Diocese of Spokane; the Rev. Thomas Dement from the Diocese of Oregon; the Rev. Walcott W. Hunter from the Diocese of Fond du Lac; the Rev. Paul Fluck from the Diocese of Worcester, England; the Rev. William Boyd from the Diocese of Virginia; and Letter Dimissory is expected for the Rev. Philip M. Compton from the Diocese of Los Angeles.

I welcome these men and their families into the Diocese. We also welcome the Rev. Robert Blessing, The Rev. Walcott Hunter, the Rev. Thomas Halbrook, as newly ordained Priests of this Diocese.

When I was in high school I was on the track team and I was a member of the four man mile relay team. Usually I ran the third leg, passing off the baton to the anchor man who ran the fourth and final quarter mile. As I neared the completion of my own quarter mile and saw that anchor man ahead of me with his arm outstretched to receive that hollow stick, I didn't slow my pace. Quite the contrary, I tried to go even faster and to give it everything I had.

I think about those high school track days now as I pound down the track of leadership as bishop of this great diocese. I have made no secret of the fact that three years from now, at the end of 1989, I shall be passing on the baton of leadership to the one who will run the next leg. As yet I do not know who that will be, but I want you to know that during these next three years I do not intend to slacken my own pace. I intend to run even faster and work even harder right up to the moment when I place that baton - that crozier - in his hand. And I ask you to run with me as the strong and vibrant Body of Christ in Western Washington.

Almost three years ago, early in 1984, I presented to you my vision of what I hoped the diocese would be at the end of this decade when new episcopal leadership will take over. Standing now, almost at the halfway point between January of 1984 and December of 1989, I believe it would be helpful for us to take a look back at that vision and to see how we have lived into it during these past thirty-four months.

The statement of the vision was not a long one and it can briefly be summarized as follows: "The Diocese of Olympia is the Body of Christ in Western Washington. As we look ahead to the close of this decade, our vision is that by 1989 that Body will have grown and developed in the totality of its being - - spiritually, intellectually, and physically. Our vision is that this strong and healthy Body will exist, not for its own sake, but in order that it might bear unfailing witness to the Lordship of Christ and give unselfish service to the world for which he died and rose again.

Finally, our vision and our hope are that, wherever possible, all the functions of the Body - spiritual, intellectual, and physical - will be carried out by the individual members gathered in local congregations with the aid and support of the resources of the whole Body - our Diocese of Olympia."



Bishop's Address

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As I look out over the Body of Christ in Western Washington from my vantage point as bishop, I want to affirm to you with much gratitude that growth has taken place in all areas of our common life.

Neither time nor common sense would permit me to lay upon you a lengthy "laundry list" of things that have been and are being done by the individual congregations and by the diocese as a whole, but we must mention some of them.

This afternoon you will see and hear the report of the Bishop's Commission on Education which, in response to this Convention's charge last year "to assist individual members and local congregations to identify and share the spiritual, intellectual and physical dimensions of their ministry," sent a request for current ministry information to each of the congregations of our diocese. More than half of them responded, and that in itself is an achievement. Cumulatively, the amount of ministry being carried out in the diocese is astounding. We have dozens of prayer groups and healing services. Half of the respondents report Bible study groups. Almost all try to provide Christian Education programs for all levels.

Community outreach ministries abound in our diocese including food banks, soup kitchens, emergency help of all kinds, nursing and convalescent home calling, thrift shops, pre-school and day care centers, prison ministries, senior citizen programs, refugee programs. Other interesting and quite varied community outreach programs being carried out in our diocese include: literacy tutoring, AIDS support group, housing for the mentally ill, a cancer support group, and a Viet Nam Veterans support group.

Also, in this area of the "Body's unselfish service to the world," I am happy to report to you that during this past year the Executive Council of the Episcopal Church designated Northwest Caring Ministry, based at Trinity Church, Seattle, as one of the Jubilee Centers of the National Church. Although this is an ecumenical program, its leadership is provided by our own Ruth Sterling and Mel Matteson (whom I have appointed as our Diocesan Jubilee Officer) and it is given more support by Episcopal congregations than by any other denomination.

I also want to affirm the new ministry direction of Faith Home - Episcopal Services for Youth in Tacoma. They have moved from a single residential institution caring just for troubled teenage girls to small family group homes for girls and boys. A girls home was opened last year and this year we opened one for boys. Both are in Tacoma. A third

home, which will house eight is being developed in Thurston County with the help of St. John's, Olympia.

Next Saturday, November 15, Faith Home will be holding its 25th Anniversary celebration in Wells Hall of Christ Church, Tacoma, at 7 p.m., with Cliff Lenz as the main attraction. You're all invited. And tomorrow morning, I shall offer the Convention Eucharist in thanksgiving for the 25 year ministry of Faith Home.

For the past two years our Pastoral Ministry Commission has been providing a series of superb workshops on all aspects of pastoral care, as well as providing hospital chaplaincy ministry in the Seattle area. Our Commission on Alcoholism and Substance Abuse has provided excellent conferences and retreats in addition to the fine educational materials they make available.

Our Social Action Commission has held two well attended conventions in the last couple of years and another is planned for next spring.

One of our largest and most active Commissions is the Bishop's Commission on Education. It would take another entire Convention address to talk about the many ways in which it works to help the Body grow intellectually. There is hardly a program, activity, or group in this diocese which has not been helped by its staff and volunteer leadership and its resources. The Commission's subdivision called TACS - Training and Consultation Services, which consists of dozens of highly trained lay and clergy volunteers, has provided vacancy and other consultation services to many congregations in our diocese at no cost whatsoever. The Educational Resource Center, located on the lower floor of Diocesan House, is a treasure house of material, books, pamphlets, tapes, films, slides for your use. The education workshop which the Commission sponsored earlier this fall was attended by over 150 people.

Also sponsored by the commission and also well attended have been the two-day seminars I have led each year for the past three years on the Gospels of Matthew, Mark and Luke.

We cannot talk about contributions to the intellectual growth of the body without also mentioning those made by our Diocesan School of Theology and the Bishop's Commission on Youth Ministry.

In addition to its regular strong three-year program of theological education, our DSOT for the past two years has provided a one-year course entitled "Foundations for Ministry." The course is designed to provide for lay persons some basic understandings of the Church's faith and life as foundation and support for their ministry in the world. The course is also being offered this year in the southern end of the diocese at St. Luke's, Vancouver, where 16 people are enrolled.

Each year literally hundreds of young people from all over our diocese, from Junior High through young Adult, attend the many conferences sponsored by our Youth Ministry Commission. These conferences are conducted in a wholesome atmosphere of loving Christian concern where the young people can learn about their Lord, about themselves, and where, as Christians, they can address some of the problems and issues of life. The same, I might add, can be said about the summer camping program at Camp Huston run by our Camping and Recreation Program Committee.

All these education programs are making an invaluable contribution to the intellectual and spiritual growth of our diocesan children and young people as well as to the adults who commit themselves to them.

Slowly, but increasingly, the people of the diocese are also discovering or rediscovering, the opportunities for spiritual growth available to them.

The number of Cursillistas in our diocese must now number in the thousands. The Cursillo, or "little course" is designed to renew the Church spiritually and intellectually. It can still do that effectively if present Cursillistas will truly try to live out the "Fourth Day" and if we work hard to attract new candidates to share this experience. A wonderful recent spin-off of the Cursillo movement has been Kairos - a Greek word meaning "the right time" or "the time of opportunity." Kairos is a modified three-day Cursillo experience held inside a prison for the inmates who attend. One such Kairos was held recently at Monroe Reformatory led by members of our diocesan Cursillo Community. It was a deeply moving spiritual experience for all who participated. Another one is planned soon and I pray there will be many more.

One of the best things that has happened in this diocese during the past ten years has been the decision of the Order of St. Helena to open a house here in Seattle. The presence of the good sisters has greatly enriched the

spiritual life of the Body. Between now and next spring, the Convent is offering no less than 15 spiritual events, including Quiet Days, Weekend Retreats, Inner Search Conferences, and a Feminine Spirituality Conference. All of these events are open to men as well as women. All meals are provided and there are no set fees. Guests are asked to give what they can afford. If you have not already met the Sisters or visited the Convent on 21st Avenue East, please do so.

The spiritual life in an increasing number of our congregations continues to be enriched by chapters of the Brotherhood of St. Andrew and the Order of the Daughters of the King, whose members are dedicated to living lives of prayer, service and study. The same may be said about the Faith Alive Movement with its bold witness to the love of Jesus Christ. More and more congregations are holding Faith Alive Weekends. Just last month I visited a congregation which had held such a Weekend the weekend before my visit. The excitement and enthusiasm of a congregation very much alive in Christ was very evident. One member publicly witnessed to the fact that the Faith Alive Weekend experience was a real spiritual turning point in his life.

The reverend ladies and gentlemen of the parochial clergy here today all know of the growing number of sincere lay persons who come to them seeking spiritual direction and help in trying to form their spiritual lives. We truly want to help these persons, but if we are honest, we must admit that for most of us, our seminary training did not prepare us too well for this most important pastoral ministry. Take heart. Help is available for those of you who want some training in the art of giving spiritual direction. For clergy and laity alike, the Center for Spiritual Development, located in Leffler House here on the Cathedral grounds, is prepared to help you and I commend it to you. Also, brothers and sisters of the clergy, Terry and I, together with the Bishop of Spokane and Mrs. Wallace, are co-hosting a Conference on Christian Spirituality for the clergy and spouses of both dioceses. It will be led by Bishop Mark Dyer of the Diocese of Bethlehem and it will be held in Ellensburg during the second week of September next year. Plan to attend.

Of all the developments of the past two years designed to strengthen the Body spiritually, none is more exciting than our Congregational Vitalization Project. You will be hearing more about this as time goes on, but for now let me just say that this is a project sponsored by our Commission on Diocesan Congregations whereby a congregation, with the

aid of a professional director, will be enabled to renew its life spiritually and structurally and to identify for itself its particular and unique mission and ministry to the community where it is located.

Recently two meetings were held to explain this entire project to the diocesan congregations: one in Olympia and the other in Mount Vernon. Seventy-six laity and clergy, representing twenty-two congregations, large and small, attended these meetings. Only eight of these will be selected as pilot congregations on this first go-around which will begin on the first of next year. The experience and learnings gained by these first eight congregations in this vitalization project will be used to provide leaders and directors to assist other congregations in the diocese which want to be involved.

Spiritually and intellectually, the Body of Christ in Western Washington is growing stronger and that growth is taking place at the local congregational level with much help from the diocese. For some of you who might be very involved with the pressing concerns and problems of your own congregation, that might not seem so readily apparent, but looking at our whole diocese through a wider angled lens, I can assure you that it is so.

And how is the Body's physical growth? Here one is tempted to measure this quantitatively by counting heads. How many baptisms? How many confirmations? How many communicants? That, of course, is one way of measuring, but given the ambiguity and even confusion surrounding membership definitions in our church today, this may not be the most accurate way to determine growth. I would prefer to look at it in terms of congregations - communities - instead of individuals. And if we measure it that way, I believe we can praise God for some physical growth.

In the past ten years, up to, but not counting this Convention, 5 parochial mission congregations have become diocesan missions: Good Shepherd and All Saints, Vancouver, out of St. Luke's, Vancouver; St. Margaret, White Center, out of St. Elizabeth Burien; St. Benedict's, Lacey and St. Christopher, Olympia, both out of St. John's, Olympia.

Three missions have been organized by the diocese and are now in union with Convention: St. James of Jerusalem in Seattle, St. Francis, Mill Creek; and St. George's, Maple Valley.

We have four developing congregations that are not yet in union with Convention. They are St. Francis-St. Martin, Rockport; St. Timothy's, Yelm; St. Clare's, North Bend; the Pike Market Ministry with the Chapel of St. Martha and St. Mary.

Also during these ten years as your bishop, no less than thirteen mission congregations have been raised up as parishes and received into union with this Convention. Let me name them for you as a way of honoring the lay and clergy leadership which made it possible:

- In 1976 - Church of the Redeemer, Kenmore
- In 1977 - St. Peter, Seattle; St. Paul, Mount Vernon;  
St. Stephen, Oak Harbor.
- In 1978 - St. Michael and All Angels, Issaquah;  
Church of the Resurrection, Bellevue
- In 1979 - St. Matthew, Tacoma; St. Luke, Sequim;  
Emmanuel, Orcas Island.
- In 1980 - St. Charles, Poulsbo; St. Andrew, Tacoma
- In 1981 - St. Augustine-in-the Woods, Freeland.
- In 1985 - St. Matthew, Auburn

As for 1986 what a joy it was this morning to receive into the fellowship of our convention three fully organized missions: Gracè Church, Lopez Island, which for the first time has its own resident priest and is now busily engaged in plans for future growth. Next we have St. Antony of Egypt in Silverdale which only came into existence last year and already is one of the largest mission congregations in the diocese with its own full-time Vicar. Then we have Holy Family of Jesus in Tacoma. This is the only Cambodian congregation in the entire Anglican Communion. Property has been purchased for a building site and plans are being made to raise up one of the Cambodian members to be trained for eventual ordination to the priesthood.

Last but not least this morning, that strong mission congregation of Holy Spirit, Vashon Island, after having organized and incorporated itself as a parish was accepted into union with our convention and no one is more thankful and joyful about that reality than I am!

Oh yes, my friends, I do believe the Body has grown and for that we can thank God for the strong commitment of hundreds and hundreds of lay persons and the dedicated leadership of scores and scores of clergy. But returning to the image of running a race with which I began this address,



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I must remind us all that the good runner does not constantly look behind him. That would only slow him down and get him off the track. Instead, he keeps his head and his eyes straight ahead. I'm sure this is what St. Paul meant when he wrote to the Philippians (3:13-14): "Brethren, I do not consider that I have made it on my own; but one thing I do, forgetting what lies behind and straining forward to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus."

Beloved, we have much work to do toward strengthening the Body. The race is not over. We can't rest on our laurels. The contents of some of the letters I received last summer in reaction to certain events which took place then, clearly indicate to me that many people who claim to have been Episcopalians for years are abysmally ignorant of even the most basic and elemental beliefs of the Christian faith.

At the recent meeting of the House of Bishops we spent some time in discussions dealing with the whole area of Baptism and Confirmation. The over-riding concern expressed by all the groups of bishops was that of the woefully inadequate intellectual and spiritual preparation received by so many adult candidates for Baptism or Confirmation. The hope was expressed that we might return to the practice of the primitive Church where candidates or catechumens were under preparation for a year or more and where that preparation included not only instruction in the basic teachings of the faith as summarized in the creeds, but also spiritual direction and formation so that the candidate not only knew about the Lord Jesus but also knew Him in prayer and Scriptural word.

That is my hope for this diocese as I reflect upon our need to grow stronger intellectually and spiritually. This beautiful Northwest in which we live is in many ways a spiritual void where the statistics indicate the lowest percentage of religious involvement in the entire country. We are, therefore vulnerable to all kinds of gurus, personality cults, and spiritual aberrations which move in to fill the vacuum and to appeal to the spiritually hungry in our midst. I was painfully reminded of this three weeks ago when I heard in the Epistle for 22nd Pentecost, Paul's words to Timothy: "For the time is coming when people will not endure sound teaching, but having itching ears they will accumulate for themselves teachers to suit their own likings and will turn away from listening to the truth and wander into myths. (II Tim. 4:3-4).

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With that word of warning ringing in our own ears, I want to conclude this rather lengthy address, to which you have listened most patiently, with a deeply personal word. and I want to say this word, not only as Robert Hume Cochrane, Christian, but also as Robert of Olympia, Bishop of the Church of God and your Bishop and Chief Pastor.

When I was ordained a deacon in March of 1951, a priest in November of 1951, and a bishop in January of 1976, I took the following oath:

"I solemnly declare that I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God, and to contain all things necessary to salvation, and I do solemnly engage to conform to the doctrine, discipline, and worship of the Episcopal Church in the United States of America."

Each time I took that oath I believed those words and I believe them now and to the best of my knowledge for the past 35 years I have kept my promise to conform to the doctrine, discipline, and worship of the Episcopal Church. It is my intention to keep that promise until the day I die.

Furthermore, at the service of my consecration as a bishop, during the examination by the Presiding Bishop, I was told, in the words of the Prayer Book service, that a bishop is called to be one with the apostles in proclaiming Christ's resurrection and interpreting the Gospel, and to testify to Christ's sovereignty as Lord of lords and King of kings. In the questions that followed, I was asked if I would accept this call and fulfill this trust in obedience to Christ. I answered that I will obey Christ and serve in His name. I was asked if I would boldly proclaim and interpret the Gospel of Christ. I answered, "I will in the power of the Spirit." I was then asked if I would guard the faith, unity and discipline of the Church. I answered, "I will, for the love of God."

For eleven years as your bishop I have tried to boldly proclaim the Gospel of Christ and, despite a local magazine article which this summer somewhat mockingly described me as one "who speaks the Good News at the drop of a hat" I am here to tell you that for as long as I am your bishop I will continue to speak that Good News of Jesus Christ crucified, risen and ascended for our salvation, whether or not any hats are dropped.

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For eleven years as your bishop I have tried to guard the faith of the Church as found in the Scriptures and taught by the apostles, and despite the fact that for trying to be a guardian of the Church's faith I was warned by a priest, maligned by several lay persons, and ridiculed by some of the public media, I stand before you this day to assure you that I shall continue to guard and defend that faith with my life.

Sisters and brothers of the clergy, please, please remember to be faithful to the promises you made at your own ordination and please, please stand with me, your bishop, in guarding the Church's faith and in feeding the flock with the truth of the Gospel.

Good Christian lay men and lay women of this diocese, you and your clergy and I are truly members of the Body of the Lord Jesus Christ in Western Washington. With thanks and praise to God for what His empowering Spirit has already enabled us to do, I ask that all of us here and now re-commit ourselves to the strengthening of His Body, intellectually, spiritually and physically, in order that it might be an even more effective instrument of witness to the Lordship of Christ and service to the world for which He died upon a Cross. And to that end, I bid you to stand and join me in the renewal of your Baptismal vows as found on page 292 of the Prayer Book.

Thank you and God bless you all!

ANNOUNCEMENT OF THE NEW NAME FOR THE DIOCESAN PAPER.

The Bishop expressed thanks to the many people who sent in entries. More than 270 entries were received. The process used was to have the Chairman of the Communication Commission and the Editor of the Diocesan Newspaper screen the entries and give the Bishop those which seemed best. One person sent in 130 entries. The new name came from two words which were used by this person but used separately rather than together or in combination. She was the only person who used both words. The prize of a \$50.00 gift certificate to the Episcopal Book Store in Seattle is awarded to Barbara Jean Hansen of St. Paul's, Mt. Vernon. The name is: the EVERGREEN MESSENGER: Voice of the Episcopal Church in Western Washington. It meets the criteria set forth by the convention last year. The language of the title is non-sexist. The name communicates that the area of the Diocese is much more than Olympia or Puget Sound. The newspaper has a message to share and is therefore a messenger. The name is more profound than the mere satisfying of a few criteria.

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The evergreen symbolizes eternal life. Furthermore that eternal life was won for us by our Lord's death on a tree. As the Body of Christ in Western Washington we have a message to bring, good news to share. Our paper must bring more than interesting information. It must bring the news of God working through us in this Diocese to bring justice and peace and life eternal.

SECOND REPORT      Bishop Cochrane called on the Chair of the  
OF RESOLUTIONS      Resolutions Committee to continue with  
COMMITTEE            resolutions.

The Rev. David Heaney introduced resolution  
#11 Document 86/6/3&4.

CR-11                WHEREAS, both Scripture and Catholic  
                      tradition agree in strongly condemning  
                      homosexual practice, and WHEREAS, a strong  
                      and classical psychiatric stance indicates  
                      that homosexual activity is, in the  
                      overwhelming majority of instances, a learned  
                      behavior pattern, and

WHEREAS, the Gospel promises forgiveness,  
renewal and renovation to those who repent of  
sinful practices, and

WHEREAS, the experience of Metanoia and other  
Christian organizations verifies both  
psychiatric promises and Gospel promises that  
release from the bondage of both homosexual  
practice and orientation is a viable and  
workable possibility,

WHEREAS, the Church Council of Greater  
Seattle by its current practice of refusal of  
advertising from Metanoia, its unqualified  
support of the Gay and Lesbian Task Force,  
and its acceptance into full membership of  
the Metropolitan Church stands counter to  
normative standards of Scripture, reasons and  
tradition;

THEREFORE BE IT RESOLVED, that the Convention:

1. Urge parishes in the greater Seattle  
area to withdraw membership in and withhold  
support from the Church Council of Greater  
Seattle;

2. Support and commend the work of Metanoia  
and other Christian organizations ministering  
deliverance from homosexual practice and  
orientation;

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3. Urge the practice of Scriptural and traditional Catholic sexual standards rather than so-called "safe-sex" as the best way of dealing with the AIDS epidemic;

4. Reiterate its Christian love & support to all AIDS victims and hold forth the Gospel promises of love & acceptance to those AIDS sufferers who acquired the disease in a manner other than Biblically lawful, ministering forgiveness to them as to any sinner who repents and returns to the Lord.

Amendment

The resolution was moved and seconded.

Amendment was introduced to delete the first resolve clause "urge parishes in the greater Seattle area to withdraw membership in and withhold support from the Church Council of Greater Seattle"

Amendment to the Amendment:

Replace the first resolve clause with:

"Whereas: we are commissioned by our Lord, Jesus Christ, to build up the body of Christ, Whereas: we wish to stand up for the Gospel and biblical standards,  
THEREFORE, BE IT RESOLVED that the Convention urge all parishes in the greater Seattle area to strongly urge and persuade the Church Council of Greater Seattle to endorse Metanoia and other Christian ministries working for release from the bondage of homosexual practice and orientation, and to accept advertising from the same."

AMENDMENT TO THE AMENDMENT moved, seconded and FAILED.

The amendment to delete FAILED.

Motion was made and seconded to postpone the main motion (CR-11) indefinitely.

Motion FAILED.

Resolution FAILED.

12 noon - 1:15

NOONDAY PRAYERS were led by Tom Huntley, Verger, St. Mark's Cathedral.

The Convention recessed for lunch.

19. CALL TO ORDER

Bishop Cochrane called the convention to order at 1:15 PM.



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The Secretary read the report of the tellers.  
(listed in each order are the number of  
ballots cast and ballots needed to elect)

Clerical Order            418 cast  
                                     210 to elect

The Rev. John Smith 188  
The Rev. Ralph Stewart 230  
THE REV. RALPH STEWART WAS ELECTED

Lay Order                      423 cast  
   212 to elect

Mrs. Katherine Richert 89  
Mrs. Eileen Johns 111  
Dr. Michael Evans 223  
DR. MICHAEL EVANS WAS ELECTED

Clerical Order                      417 cast  
   209 to elect

The Rev. George King 142  
The Rev. David Heaney 275  
THE REV. DAVID HEANEY ELECTED

Lay Order                      417 cast  
  209 to elect

Mr. Alex Polson	75
Mr. William Martin	125
Mr. William Barr	151
Mr. Duncan A. Bayne	235
Mrs. Jane Clemmons	247
MR. DUNCAN BAYNE & MRS. JANE CLEMMONS WERE ELECTED	

Clerical Order                      Lay Order

<u>Clerical Order</u>	102 cast	316 cast
	52 to elect	159 to elect

The Rev. Stephen Gehrig	46	133
The Rev. Jack Tench	24	66
The Rev. Kenneth Snyder	20	75
The Rev. Edward Rankin	12	42

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STANDING COMMITTEE

	<u>Clerical Order</u>	<u>Lay Order</u>
<u>Lay Order</u>	99 cast 50 to elect	325 cast 163 to elect
Mr. Howard Bartlett	33	80
Mr. Richard Cleveland	25	71
Mrs. Ruth Schmidt	23	106
Ms. Jean Lee	18	68
<u>NO ELECTION</u>		

DEPUTIES TO GENERAL CONVENTION

	<u>Clerical Order</u>	<u>Lay Order</u>
<u>Clerical Order</u>	100 cast 51 to elect	320 cast 161 to elect
The Rev. George King	17	54
The Rev. Mary Ann Peters	21	100
The Rev. Carla Berkedal	27	188
The Rev. John P. Lambert	33	107
The Rev. Michael Creighton	38	115
The Ven. Robert Christie	41	120
The Rev. James Blundell	44	108
The Rev. Kenneth Snyder	53	123
The Rev. Stephen Gehrig	54	197
The Rev. Patrick Tomter	70	167
<u>THE REV. PATRICK TOMTER WAS ELECTED</u>		
<u>THE REV. STEPHEN GEHRIG WAS ELECTED</u>		

<u>Lay Order</u>	98 cast 50 to elect	319 cast 160 to elect
Ms. Christine Dubois	28	164
Mr. W.W. (Tim) Washburn	30	101
Mrs. Constance Moorehead	30	83
Mr. Kim Henry	34	113
Mr. Richard Gadsden	40	115
Mr. James Church	45	112
Miss Mary Drew	47	165
Mr. Mel Matteson	66	183
Mrs. Joyce McConnell	71	238
<u>MRS. JOYCE MCCONNELL WAS ELECTED</u>		
<u>MR. MEL MATTESON WAS ELECTED</u>		

21. REPORT OF THE  
TREASURER

Mrs. Joyce McConnell, Treasurer of the Diocese of Olympia addressed the convention with the Treasurer's Report.

Mr. Chairman, Mr. Secretary, Members of Convention.

We are now so close to the end of the year that the Diocesan program of 1985 is already past history, but as we look forward to what we are going to do in 1987 it is important to look back on how we did last year and also how we are doing this year.

I am glad to report that the 1985 program of the Diocese was completed in full and within the budget. All financial pledges to the work of the Episcopal Church outside of this diocese, both nationally and regionally, were met in full and on time, as also were the diocesan commitments of support to ecumenical groups, other institutions, and our own diocesan programs. That the 1985 program was fully completed and fully paid needs to be emphasized, because last year was not an easy year financially. The month of January ended with a small credit balance, but from then onwards each month ended with a deficit which grew steadily larger as the year progressed. Thanks to the foresight of our financial managers in the past, a Working Capital Trust Fund was established some years ago to provide for such contingencies, so we were able to carry the programs through the year, by spending against these reserves.

Deficits always have to be made up, however, and while budget funding may not always be predictable, the good will and intentions of our congregations are. During the last six weeks of the 1985 budget year, almost \$250,000 was received in assessment payments, and about half of that amount came after December 25. The result was that the Diocese ended the year not only with all commitments met, but with a surplus of some \$36,000. This surplus has been carried forward and will be used for 1987 budget funding. You might say we've ploughed it back into the business, which in this case is the Lord's business.

Now we are coming close to the end of 1986, and it is good to be able to report that this year's program operation has been very much smoother. Assessment receipts have been consistently at the 90% level, and we are working well within the budget as adopted. In the delegate package you received this morning, there is a statement of the Assessment Income account through October 31. (Now we are computerized, we can produce these statements very quickly and easily). If you take a look at that statement you will note that the majority of the congregations are either current or within 30 days of being current with their assessment support. There are about ten parishes with larger arrears, but with a couple of exceptions, they have all expressed their intentions to do the best they can to meet their assessments in full. All other things being equal, once again the diocese should end the year with a balanced budget.

Since the congregations gather together in Convention only once a year, it is sometimes difficult to rationalize the time and debate that is spent on the program budget. The budget is both a primary and a secondary consideration; primary because our values and our priorities are set by how we give, and how we use our money, but also secondary because money is and always will be subordinate to people and their personal commitment to Christ. First we need the committed people with a vision, and secondly we need an effective and adequate budget to enable them to get the work done. If you have had time to look over carefully the financial statements for 1985 that you received some months ago, you will find on paper the figures and the details of a very wide range of various ministries and programs which are supported by the congregational assessment giving. What these statements do not and cannot show is the time and the love and commitment of the many hundreds of volunteers, both lay and clergy, who are involved in all these ministries. It is not possible to put a dollar value on their work,

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but they are the indispensable component in our program budget, and their contribution is acknowledged with gratitude and thanksgiving to God.

Now for a few brief words about two hardworking diocesan trusts - the Building Loan and the Mission Development Funds. These trust funds are used exclusively and have been invaluable in assisting the congregations in acquiring new building sites and properties, with construction loans and loans for capital repairs and maintenance. Together the combined assets of these two funds total about \$2,500,000, but over two million dollars is out in loans. This diocese is very healthy financially, but those two funds need an infusion of new money if they are going to keep up with the cost of land and construction and be as effective in the future as they have been in the past. If we don't move forward here, we won't be standing still, we will be taking a step backwards. This is a matter of primary importance for this Convention to consider.

To conclude this report, the diocesan books of account for 1985 were audited early this year by Michael Gillespie, of Gillespie and Company, CPA, Seattle Washington. A copy of the auditor's report of examination was given to the President, the Secretary and each member of the Board of Directors. Additionally, a copy has been placed in the Archives of the diocese, and another copy is available at the Diocesan Office for review by any interested member of the Diocese.

Finally, for one more year, it is again my privilege and responsibility to report that, in conformity with the Canons, the funds of the Diocese have been received and disbursed as directed by Convention.

Thank you, and the Peace of the Lord be always with you.

Joyce McConnell,  
Treasurer, Diocese of Olympia

22. DIOCESAN  
INVESTMENT  
FUND REPORT

Dr. James F. Hodges, Executive Vice President of the Diocese of Olympia, Inc. reported on the Diocesan Investment Fund.

Friends, in about three weeks we are going to celebrate Thanksgiving, as you all know of course, but for me today is a day when I want to give thanks and I hope you'll join me, for these two funds which I established in 1951: The Diocesan Investment Fund and the Building Loan Fund. I will comment on the service that the Diocesan Investment Fund Committee has provided for the congregations in the investment and management of their endowment funds. I am thankful that we selected at the start and always have the portfolio managers as professional management people. I am thankful to these people, Episcopalian and non-Episcopalian, who have offered their services over the years to do the great job this fund has done in managing your permanent funds. I will make one other comment to give you some idea of the good job they have done. When we set up this investment fund in 1951 we had about \$50,000 in it. We have \$8,000,000 now. The share value in 1951 was \$10. Today it is well over \$50. We have more than increased the value of your holdings over five times in thirty-five years. I am thankful for this for you. On the Building Loan Fund, I agree with Joyce entirely. This fund which we started with about \$5,000 is well over a million and three-quarter dollars and when you add in the Mission Development Fund we get to around two and a half million dollars. Hundreds and hundreds of loans have been made to the congregations. We've helped out when the savings and loans would not make loans. But we are not really set up to make large first mortgage loans. Let me close by saying what I mean here. The three or four building projects which are coming up at the present time are running into \$450,000 and over \$500,000. If we tried to handle very many of these you see we would handle three congregations and our fund would be out of business. It's most important that this fund be built up substantially. I would say it ought to be at least twice as big as it is. But I leave that to you and again I'm thankful for what we've been able to do over the past thirty-five years with these funds.

Agenda Items

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23. PERSONNEL  
COMMISSION  
REPORT

Mr. Richard Phelps, Chairman of the Personnel Commission presented the Personnel Report to Convention. Ref 86/13/1-5 page B-103.

Addition to the Report, Section IV after the last sentence ending with "purpose" please add this sentence:

Three congregations are currently beginning this pilot project and the Personnel Commission should have some interesting results to report at the 1987 Convention.

Motion to adopt the report of the Personnel Commission was made, seconded and PASSED.

CONSTITUTION  
AND CANONS  
CONTINUED

CANON XXVI  
CANON ON  
DISSOLUTION

Bishop Cochrane called on Mr. Willard Wright to continue the report of the Constitution and Canons Committee. Convention considered the new Canon XXVI: the Dissolution Canon. By motion made, seconded and PASSED in both the lay and clergy orders the Canon is now part of the Canons of the Diocese of Olympia. Wording of that Canon is found in the section on Constitution and Canons of this Journal.

CANON X  
RECTORS,  
PARISHES AND  
VESTRIES

Canon X, Section 3 subparagraph (1) was then put before the Convention for consideration. By motion made, seconded and PASSED. The new wording appears in Canon X as set forth in the Constitution and Canons of this Journal.

RESOLUTIONS  
REPORT  
CONTINUED

Bishop Cochrane then asked the Chairman of Resolutions, The Rev. David Heaney, to continue the report of that committee.

CR-12

WHEREAS, a number of Diocesan committees and commissions meet during the day in the middle of the work week; and

WHEREAS, meeting at this time reduces the number of lay people who can participate meaningfully in these committees and commissions because of the time involved to travel to such meeting and possible conflict with work hours; and

WHEREAS, it is a goal of the church to give a diverse group of people an opportunity to participate in diocesan leadership;



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THEREFORE BE IT RESOLVED, that the committees and commissions of the Diocese be urged to hold their meetings on Saturdays or other times that would permit broader participation

By motion made and seconded the resolution FAILED.

Fr. Heaney advised the convention of a new resolution dealing with the subject of advertising in the SOURCE and the Metanoia group. The Convention must vote on a motion to consider since the resolution came in after the deadline.

Motion to consider was made and seconded. Motion FAILED.

The Convention sang Hymn # 665 "All my hope on God is founded".

24. REPORT OF THE  
BISHOP AND  
DIOCESAN  
COUNCIL

Bishop Cochrane asked the Secretary to explain the outline of procedure to enable the presentation of AGENDA ITEM #24. The Secretary informed convention of the need for such an outline due to the variety of resolutions impacting different parts of the budget and assessment rate procedure. The outline of procedure follows.

ITEM A.

ANNUAL REPORT - Mr. Richard Gadsden  
Bishop in the CHAIR  
Convention action: Motion to receive report.  
Bishop give gavel to the Ven. Robert Christie  
Chair of the Standing Committee.

ITEM B.

PRESENTATION OF THE 1987 BUDGET - The Bishop  
Convention: Action by Convention on the  
1987 Budget  
MAJORITY VOTE NECESSARY TO PASS  
Bishop resumes chair.

CHAIRMAN, RESOLUTIONS COMMITTEE MOVES ACTION:  
RESOLUTION #16: SUPPORT OF MARITIME MINISTRY  
Resolution asking for increase in the  
assessment factor which would make additions  
to the 1987 budget.  
TWO-THIRDS MAJORITY REQUIRED TO PASS

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CHAIRMAN, RESOLUTIONS COMMITTEE MOVES ACTION:  
RESOLUTION #17: ADDITIONAL FUNDING FOR

MISSION EXTENSION.

Resolution asking for increase in the assessment factor which would made additions to the 1987 budget.

TWO-THIRDS MAJORITY REQUIRED TO PASS

ITEM C.

PRESENTATION OF THE NET DISPOSABLE INCOME FACTOR PROPOSED FOR 1988 - Mr. Matt Maury, Chair, Business sub-committee of Diocesan Council.

Amendments to be made in the form of resolutions from the Committee on Resolutions.

MAJORITY NEEDED TO PASS

CHAIRMAN, RESOLUTIONS COMMITTEE MOVES ACTION:  
RESOLUTION #18 - 18% N.D.I. Factor  
Action on the amendment

RESOLUTION #15 - 1.20874 additional percentage for the support of care ministries.

Action on the amendment

Convention action on the presentation of the 20% N.D.I. factor.

ITEM D.

EPISCOPAL CHARITIES APPEAL (ECA) - report by members of the ECA sub-committee of Diocesan Council.

RESOLUTION presented as part of the report.  
Convention action on the Resolution

By motion made, seconded and PASSED the convention agreed to function under this outline of procedure.

24. ITEM A:

Bishop Cochrane introduced the Vice-President of Diocesan Council, Mr. Richard Gadsden to the Convention. Mr. Gadsden reported to Convention on behalf of the Diocesan Council.

Bishop, Mr. Secretary, Delegates and Alternates. In this brief report to you I will be reading a short portion of Scripture. I will introduce the present members of Council to you and a brief explanation of how Council goes about its work.

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Mr. Gadsden introduced the Council members to Convention. Their names appear in the Journal report, 86/14, ref page B-107. I did not know the Bishop was also going to quote Paul. I Corinthians 12:4-14.

I came, and I sense that most of the new members come, to Council with at first a sense of confusion and wondering why we are here, but we have all answered a special call. After prayerful consideration we all accepted that call and were chosen by you to serve in what I know is a very demanding and rewarding service to our Lord and to you, the Body of Christ in Western Washington. Just as Paul told the Corinthians about the gifts of the Spirit, I feel we as members of Council have been given those gifts and many more for the use of the Spirit through us to allow the body properly supported and nourished to grow.

We are all, with the exception of the Bishop and the President of the Standing Committee, volunteers. As you heard we come to Council from all over this great Diocese. Some travel 6 hours from the southern end of the Diocese for a 3 hour meeting once a month.

We are 18 different people, with 18 different sets of concerns and points of view, also carrying with them the expressed concerns of that portion (convocations) of the Body they represent. We come together each month with all of the above mentioned concerns in mind, to hear, discuss and take action on programmatic issues that face the larger Body (the Diocese) to do futures planning and to maintain the on-going programs of the Diocese.

As I have traveled around the Diocese this last year as Vice-President of Council, I have visited all but one Convocation in this Diocese... and I promise to visit Southern in the near future. I have had the opportunity to hear from most of you, what your concerns are and I have at our meeting expressed those concerns to the rest of the Council.

You will have to remember that we represent nine different geographic areas of the Diocese with nine different points of view. We hear from all areas of the Diocese and also make our own point known before we vote on an issue. I know that some of you feel that the Council does not listen, but just vote what they want to do. I am here to tell you that at least this past year that is not true. We have heard from all and have taken that into consideration before we make a programmatic decision that is of concern to the Diocese.

I have purposely not said anything about the 1987 Budget because the Bishop will make that presentation shortly, but just one word about the budget. It is the most time consuming function of the Diocesan Council only after we hear from the Treasurer and the rest of the staff and the Bishop and after long hours of discussion is the proposed budget ready for input from you by the process of convocations.

There is one thing I want you to know. That there is no We-They syndrome in my view of the Body, but rather a we-we syndrome. For truly we, as Council members, are part of you and you are part of us.

As the present Vice-President of Council I wish to extend to all of you an invitation to come to Diocesan House on the fourth Thursday of each month to visit, to see, to hear your Diocesan Council in action. Thank you.

Bishop Cochrane called the President of the Standing Committee to chair the convention while the Bishop presented the Budget.

#### BISHOP'S PRESENTATION OF THE 1987 BUDGET TO 1986 CONVENTION

ITEM B.           The 1987 budget which is now before this Convention is the budget that was presented by the Bishop and Council to the Convocations at their Spring meetings.

Please believe me when I tell you that the development of any large budget is never a simple process, and a reality that complicated the preparation of the 1987 budget is the fact that income available to the diocese for budget funding has decreased significantly over the past two years. The 1987 budget, as well as this current year's budget, is smaller than the budget we had in 1985. This, of course, is the result of the reduction of the assessment factor from 23.55% to 20%, which means that congregations are now contributing a smaller proportion of their operating income towards the funding of the diocesan program budget. At the same time, however, requests for additional funding and for increased staffing of new programs continue to be received, while the costs of providing services to the congregations and of maintaining existing programs at an effective level are steadily increasing. Sometimes I feel as if I can't win for losing.

One example of rising costs which raises for us a serious challenge and opportunity is the National Church apportionment. This is our diocesan share of the cost of the Church's work in the nation and around the world. Our diocesan share of the national apportionment is based, not on the net disposable income of the diocese, but on the net disposable incomes of all the congregations in the diocese. This is like basing the assessment income which the diocese receives, not on the net disposable income of each congregation, but on the net disposable income of each pledging unit in each congregation -- if that figure could be attainable. Next year's apportionment figure \$343,000 will account for 18.8% of our total program -- a proportionate 3.5% increase in a budget that has decreased 1.4% since 1985. The national apportionment is higher, but the diocese has less income from which to pay it.

Nevertheless, this 1987 budget, with my unqualified support, continues our long established diocesan policy of meeting the National Church apportionment in full, as

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well as meeting our diocesan share of the Province VIII and General Convention program support. It responds to the action of the 1985 Convention by restoring the funding for a half-time Hospital Chaplaincy Coordinator. Last year the Convocations had all requested that mission extension be a priority in 1987, and this budget provides a 6.4% increase in congregational support. This is far, far less for this vital work than most of us would like. It is, however, the very best that could be done within our funding capabilities and still maintain the necessary level of support for other programs to enable them to function as well and as effectively in the future as they have done in the past.

These program changes, together with all others, were detailed in the narrative and worksheet that accompanied the 1987 budget and need not be repeated here. As Bishop, Council, Convocations, and staff, I believe we have put together a good budget that continues our broad spectrum of mission and ministry programs and congregational support which serve as a model for many other dioceses of this Church. This is a budget with integrity, reflecting the goals of the Vision Statement of the diocese and the commitment of its people to witness to Jesus as Lord and to serve in His Name.

My hope is that you will adopt this budget and then, as the canons require, return it to me and our hardworking staff to administer it as best we can on behalf of this Convention and its Council.

Mr. Chairman, I move the adoption of the 1987 Diocesan Budget in the amount of: \$1,820,906. The motion to adopt the budget was seconded and PASSED UNANIMOUSLY.

The Rev. David Heaney, Chairman of the Committee on Resolutions, presented Resolution #16.



CR-16

SUPPORT OF MARITIME MINISTRY

WHEREAS, the Maritime Ministry has asked for \$9,000.00 minimum in support from the diocese to be budgeted for 1987, and

WHEREAS, the Bishop and Council have been only able to allocate a small portion of that request due to the limitations of the budget brought about by the reduced assessments in the Diocese, coupled with an increased National Church apportionment, and,

WHEREAS, the Maritime Ministry struggles in a depressed economy and cannot be fully supported by St. Clement's Parish alone, and

WHEREAS, united at the Diocesan level, such programs as the Maritime Ministry can be better supported by the combined assets of the various parishes and missions in the diocese while, if divided on the congregational level, these programs suffer from anonymity and a tendency for parishes and missions to support ministries closer to home;

THEREFORE BE IT RESOLVED, that this Convention impose a 00.10878% special assessment for the 1987 fiscal year (equivalent to \$9,000.00) needed by the Maritime Ministry on a one-time basis, and,

BE IT FURTHER RESOLVED, that this Convention undertake to reconsider the Diocesan assessment rate so that this and similar Ministries may be assured of support on the Diocesan level in the future.

The resolution was moved and seconded. After some discussion about the importance of the ministry as well as discussion about additions to the budget earmarked for particular ministries being precedence setting, and the distinction between moving from a service to a resource diocese was reiterated, there was a call to end debate. By motion made, seconded and PASSED debate was terminated.

The motion to adopt the resolution FAILED since it did not receive 2/3 of the votes.

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The Rev. David Heaney, Chairman of the Resolutions Committee, introduced Resolution #17

CR-17

ADDITIONAL FUNDING FOR MISSION EXTENSION

WHEREAS, there is a lack of funding for mission extension in the Diocese of Olympia, and

WHEREAS, several convocations of the Diocese of Olympia have indicated an interest in providing additional funding for the existing Building Loan and Mission Development Fund specifically for the purchase of building sites and missions development, and

WHEREAS, the Archdeacon of Olympia, the Council and Archdeacons, and the Commission on Diocesan Congregations have identified the need and support the interest arising from the Convocations.

THEREFORE BE IT RESOLVED, that the congregations of the Diocese of Olympia assess themselves a special assessment at the rate of 1% of Net Disposable Income during the 1987 fiscal year for the purpose of raising capital for the Building Loan and Mission Development Fund to be used for the purchase of land and the building of buildings in consultation with the Commission on Diocesan Congregations,

AND BE IT FURTHER RESOLVED, that the Loan Committee of the Board of Directors, Dr. James F. Hodges, Chairman review all loan policies pertaining to mission congregations.

Resolution was moved and seconded.  
After urging for the vitality of new mission work in the diocese, discussion stating that the amount raised by the addition suggested would not generate sufficient funds to be adequate to the work needing to be done and the increasing interest and ability to do ministry projects on the local level given the current monies staying in the congregations, the question was called. The motion FAILED. 237 in favor, 164 against 266 needed for a two-thirds majority.

25. SECOND BALLOT      The convention voted on the second ballot.

24. ITEM C.      Bishop Cochrane called on Mr. Matt Maury, Chairman of the Business Sub-committee of Diocesan Council, for the report of the 1988 Assessment Factor. Mr. Maury moved that the Diocesan Assessment for 1988 be set at 20% of the 1986 Net Disposable Income of each congregation.  
The motion was seconded.

CR-18

The Rev. David Heaney, Resolutions Committee, introduced Resolution #18.  
DIOCESAN ASSESSMENT

WHEREAS, there is perennial concern regarding the realistic levying of Diocesan Assessment, and

WHEREAS, the Bishop's Vision Statement upholds the principle of de-emphasizing diocesan management of outreach ministries in favor of more autonomy and ministry at the congregational level, and

WHEREAS, several areas of our Diocese and in particular areas of Peninsula Convocation are presently economically depressed and thereby debilitated in funding regional programs of demanding ministries, and

WHEREAS, the new federal taxation laws will probably reduce church income since few of our retirees and lower income people file long forms to receive the charitable deduction, and

WHEREAS, our diocese is presently in transition to a "resource" agency to the congregations from the former "service" relationship,

THEREFORE BE IT RESOLVED, that the diocesan assessment shall be limited to 18% of the Net Disposable Income of individual congregations beginning in fiscal year 1988.

The resolution was moved and seconded. The Rev. Joe Carney, author of the resolution, spoke to the resolution and then asked that it be WITHDRAWN.

Father Heaney introduced Resolution #15.

CR-15

SUPPORT OF CARE MINISTRIES

WHEREAS, such Ministries as the Maritime Ministry, Hospital Ministry, University Chaplaincy, and others have suffered budget cut-backs on the Diocesan level, and

WHEREAS, this diocese finds it unacceptable to relegate the support of these ministries to economically depressed congregations,

THEREFORE BE IT RESOLVED, that this Convention increase the Diocesan assessment to individual congregations by an additional 1.20874% of their Net Disposable Income with the intention that the increased Diocesan Income from the congregations be used exclusively in support of the above mentioned Ministries.

The resolution was moved and seconded. After some discussion it was moved and seconded that the resolution be TABLED.

The Bishop then called for action on the original motion to set the 1988 Diocesan Assessment factor at 20% The motion PASSED.

ITEM D.

Bishop Cochrane called on The Rev. Michael Creighton and Mrs. Mary O. Haller to present the Council report on the Episcopal Charities Appeal.

The Rev. Michael Creighton spoke of the constant struggle to get meritorious ministry funded in order to be able to enable the significant ministries which come to the Council to happen. We face exactly what other dioceses around the country face; diocesan budgets cannot support everything which is needed to be supported to do ministry. A proposal was made to the Diocesan Council in April to establish an Episcopal Charities Appeal which would fund support of work reaching out to God's people in need. Father Creighton explained the way an appeal functions as outlined in the printed report to convention which follows.

EPISCOPAL CHARITIES APPEAL FROM THE BISHOP AND COUNCIL

In the spring of 1986, concerned about the need for sufficient funding for many Episcopal ministries, as expressed by many of you, your Bishop and Diocesan Council decided to examine the feasibility of a consolidated annual diocesan-wide appeal. A committee of the Council was formed to explore possibilities of other dioceses, the objective was to raise support for Episcopal ministries that cannot adequately be supported by the diocesan program budget and to raise awareness throughout the diocese of these ministries.

A Diocesan Council sub-committee, chaired by the Rev. Michael Creighton and including Mary O. Haller and Carol LaBelle, was established. Assisted by Diocesan Staff, the sub-committee gathered extensive information on successful programs in the Dioceses of Long Island, Rochester, Chicago and California. Those programs include the following common characteristics:

- All use the name "Episcopal Charities Appeal" and are conducted annually.
- Funds received are distributed to organizations that:
  - are non profit
  - provide ecumenical Christian responses to human needs
  - are governed primarily by Episcopalians, and
  - have a positive image in the diocese
- Giving to the ECA does not negatively affect individual or parish stewardship giving.

The Diocese of Long Island gathers \$1,500,000 each year by its appeal, and a similar diocese to ours in California receives roughly \$250,000.

The Diocesan sub-committee in our diocese reported back with detailed recommendations for an initial organization and structure of an Episcopal Charities Appeal in our diocese. These recommendations were refined by the Council and are summarized as follows.

a. Purposes of the ECA

- 1) Provide annual diocesan-wide financial support to operating budgets of approved Episcopal ministries in the Diocese of Olympia that are not being supported through the regular Diocesan program budget.

- 2) Raise awareness of organizations providing Christian responses to human needs in our diocese.

b. Organization

- 1) Authority. The appeal would be established by the Diocesan Convention and operate under supervision of the Bishop.
- 2) Reports. The Commission would develop a written administrative procedure and criteria for selecting beneficiaries of the appeal, and both the procedure and selection criteria would be approved by Diocesan Council. The ECA Commission would furnish Diocesan Council with an annual budget and financial statement. The ECA Commission would report at least every six months to Diocesan Council to furnish details of its income and grant distributions.

c. ECA Commission: Subject to approval by the Bishop, the ECA Commission would plan and supervise the annual appeal, its budget, selection of beneficiary organizations, and distribution of proceeds.

- 1) Composition. The ECA Commission would initially be composed of fifteen (15) persons, commissioned by the Bishop. Among the initial Commission members, the Bishop would designate a Chairman, Vice Chairman, Secretary and Treasurer. The initial members would include nine (9) convocation representatives (one from each convocation), three (3) Diocesan Council Members, and three (3) members at large.
- 2) Term. ECA Commission members would serve three year terms and not more than two consecutive terms, except that Diocesan Council representatives would be limited to one term.

To establish a rotation sequence and assure orderly transition from year to year, initial appointees would serve terms as follows:

Convocation Reps: 3 for two year terms  
                    3 for three year terms  
                    3 for four year terms



Diocesan Council: 1 for one year term  
1 for two year term  
1 for three year term

Members at large: 1 for a two year term  
1 for a three year term  
1 for a four year term

For purposes of the initial start-up, a four year appointee from convocation and members at large could serve one additional three-year term.

The Bishop would also appoint a volunteer staff director to assist the ECA Commission.

- 3) By-laws. In its initial year of operation, the ECA Commission would prepare the following written documents for approval by the Diocesan Council.

- Written administrative procedure for ECA
- Criteria for selecting beneficiary organizations.
- Timetable for development of next appeal;

d. Transition Years

During initial years of ECA, organizations that receive some support from the Diocese could also apply for assistance from ECA. In the long run, however, it would be intended to consolidate charitable organization funding under ECA.

e. Financing

The Council is prepared to request a start-up grant of \$10,000 from the Ministry Forward Account. Subsequent financing would be expected to derive from its own income with supplemental diocesan grants only if necessary in the short term.

Mary O. Haller addressed the Convention on the Resolution to endorse the concept of the Episcopal Charities Appeal. Mrs. Haller further explained the way the ECA would initiate the concept as described in the report printed above.

The Bishop and Diocesan Council present the following resolution to you.

84/24        WHEREAS, the financial needs of Episcopal organizations doing ministry in the name of the Diocese of Olympia are greater than the diocesan budget can provide;

THEREFORE BE IT RESOLVED, that the 76th Annual Convention of the Diocese of Olympia establish a commission to provide diocesan-based funding for these ministries in the diocese with said commission to be entitled, "The Episcopal Charities Appeal of the Diocese of Olympia," and with commission members to be appointed by the bishop, who will initially charge them with developing a specific program to be presented, after approval by Diocesan Council, for final action by the 77th Annual Convention, and anticipating implementation in 1988.

The resolution was moved and seconded.

AMENDMENT        Amendment was moved and seconded to re-name the ECA the Episcopal MINISTRIES Appeal. Motion FAILED.

AMENDMENT        Amendment was moved and seconded to resubmit the proposal to Diocesan Council for further consideration to answer the questions not answered by the proposal. Motion made, seconded and PASSED to terminate debate. Amendment to refer FAILED.

Action was then taken on the resolution as presented. The resolution PASSED.

The Convention sang Hymn #291, "We Plow the Fields and Scatter"

27. BISHOP'S  
COMMISSION ON  
EDUCATION        The Bishop's Commission on Education Report was presented in two parts: an introduction and summary of work since the last convention, and a visual presentation consisting of the visions of ministry in the Diocese as provided by the congregations to the Bishop's Commission on Education. Mr. Robert Besecker, Chairman of the B.C.E., introduced the visual production.

MINISTRY IN AND THROUGH THE CONGREGATIONS OF  
THE DIOCESE OF OLYMPIA

Charged by the 1985 Diocesan Convention to assist the congregations of the Diocese to identify, define, affirm, and share the spiritual intellectual and physical dimensions of their chosen ministries, the Bishop's Commission on Education asked all 104 congregations for information on what each of them PERCEIVES TO BE THEIR CURRENT MINISTRIES.

We are delighted to share with you the responses we received from over half of our congregations.

In addition to the expected emphasis upon the SACRAMENTS OF THE CHURCH, 10 churches affirm a ministry of HEALING SERVICES, 26 support PRAYER GROUPS OR CHAINS, and 28 hold weekly BIBLE STUDY groups. In the area of education, 33 of the churches affirm the importance of CHRISTIAN EDUCATION AT ALL AGE LEVELS, 12 provide VACATION BIBLE SCHOOLS, 7 support CAMP SCHOLARSHIP PROGRAMS, 10 plan special YOUTH GROUP EVENTS, 4 operate DAY SCHOOLS, 12 maintain in-house LIBRARIES, 11 affirm their ministries through regular NEWSLETTERS, and 5 work together on building ADDITIONS OR REMODELLING.

In the area of outreach, 18 churches support FELLOWSHIP through groups such as Newcomers, Greeters, and Guilds, 3 actively encourage RENEWAL programs, 8 attend PARISH RETREATS, 3 work through HOUSE CHURCHES, and one organizes and runs a 5-day, OVERNIGHT CAMP for 3rd through 7th graders. 15 emphasize a strong MUSIC PROGRAM, 2 maintain CAMPUS MINISTRIES, one congregation does FOSTER PARENTING, and one church is noted for providing "lavish and loving" buffets for its members at their marriages and deaths.

Within the greater Episcopal Church, 20 congregations are active in CURSILLO, CURSILLO REUNION, MARRIAGE ENCOUNTER, and ULTREYAS. 7 support the DIOCESAN SCHOOL OF THEOLOGY by providing either students or teachers, 7 support Episcopal SEMINARIES, 4 work with either HOSPICE or the DIOCESAN HOSPITAL CHAPLAINCY programs, and one church offers PILGRIMAGES to the Holy Land, England, and Rome. Other churches name KAIROS, AGAPE, YUKON MINISTRY, EPISCOPAL PEACE FELLOWSHIP,

and HEIFER projects.

While all of the responding churches affirm their support of the Diocese through their assessments, an additional 18 see their ministry extended through members who serve on DIOCESAN COMMISSIONS and DIOCESAN COUNCIL. Support of such outreach as the PRESIDING BISHOP'S FUND FOR WORLD RELIEF, CHURCH SCHOOL MISSIONARY OFFERING, UNITED THANK OFFERING, and the STUDENT MEMORIAL FUND is specifically stated by 27 congregations.

22 of the churches OPEN THEIR FACILITIES to community activities (including AA, Alanon, and Boy Scout troops), 27 actively support FOOD BANK AND EMERGENCY FOOD programs, one has a MONDAY SOUP KITCHEN, 6 offer other kinds of EMERGENCY HELP, 26 practice NURSING HOME, CONVALESCENT HOME, HOSPITAL OR SHUT-IN CALLING, 5 have regular BAZAARS OR RUMMAGE SALES, 6 operate THRIFT SHOPS, 4 operate PRESCHOOL/DAY CARE CENTERS, and one runs an AFTERSCHOOL PROGRAM for MIDDLE-SCHOOL CHILDREN. 8 churches have prepared specific EVANGELISM PROGRAMS, 3 churches practice JAIL OR PRISON MINISTRY, 2 offer parish-sponsored EDUCATIONAL PROGRAMS to the community, 2 RAISE FUNDS FOR COMMUNITY AGENCIES or charitable organizations, 6 offer SENIOR CITIZENS programs, 4 have active REFUGEE PROGRAMS, 3 offer AEROBICS CLASSES, one offers TAI CHI CLASSES, one has an annual ST. FRANCIS' DAY BLESSING OF PETS, 3 have professional COUNSELING SERVICES, and 2 churches have yearly ART SHOWS OR FESTIVALS. Other community outreach programs include CRISIS PREGNANCY CENTER, MARITIME MINISTRY, NIGHTWATCH, LITERACY TUTORING, AIDS SUPPORT GROUP, HOUSING FOR THE MENTALLY ILL, CANCER SUPPORT GROUP, and VIET NAM VETERANS' SUPPORT GROUP. Other organizations supported include LIFE IN THE SPIRIT, SHALOM FELLOWSHIP FOR PEACE AND JUSTICE, JEWS FOR JESUS, INTERFAITH WOMEN'S AGLOW, EPISCOPALIANS FOR BIBLICAL SEXUALITY, and NATIONAL ORGANIZATION OF EPISCOPALIANS FOR LIFE.

The thoughtful responses from over fifty congregations produced a kaleidoscope of ministries perceived around the Diocese: from soup kitchens to shut-ins, prison visitation to day-care centers, Bible study to bazaars, potlucks to prayer groups and everything in-between. Specific responses from the two St. Mark's of our Diocese show the breadth

of the spectrum; from St. Mark's, Montesano, ministering to its community by providing "lavish and loving buffets" for weddings and funerals, to St. Mark's Cathedral, providing a presence for Seattle, the Diocese, and the wider community of Western Washington through its myriad of programs, including Compline, Cathedral Associates, and television broadcasts - proclaim that MINISTRY IS ALIVE AND GROWING . . . SPIRITUALLY, INTELLECTUALLY AND PHYSICALLY . . . IN OUR DIOCESE!!!

28. REPORT OF THE SECRETARY      The Secretary read the Report of the Tellers.  
THE TELLERS

<u>STANDING COMMITTEE</u>	<u>Clerical Order</u>	<u>Lay Order</u>
<u>Clerical Order</u>	107 cast 54 to elect	327 cast 165 to elect
The Rev. Stephen Gehrig	57	179
The Rev. Jack Tench	25	54
The Rev. Kenneth Snyder	18	55
The Rev. Edward Rankin	7	39
<u>THE REV. STEPHEN GEHRIG ELECTED</u>		

	<u>Clerical Order</u>	<u>Lay Order</u>
<u>Lay Order</u>	107 cast 54 to elect	329 cast 165 to elect
Mr. Howard Bartlett	30	90
Mr. Richard Cleveland	25	64
Ms. Jean A. Lee	24	64
Mrs. Ruth Schmidt	24	111
<u>NO ELECTION</u>		

<u>DEPUTIES TO GENERAL CONVENTION</u>		
	<u>Clerical Order</u>	<u>Lay Order</u>
<u>Clerical Order</u>	107 cast 54 to elect	335 cast 168 to elect
The Rev. George King	9	30
The Rev. Mary Ann Peters	16	61
The Rev. Carla Berkedal	25	168
The Rev. John P. Lambert	29	66
The Rev. James H. Blundell	30	76
The Rev. Michael Creighton	32	76
The Ven. Robert Christie	33	78
The Rev. Kenneth Snyder	37	111
<u>NO ELECTION</u>		

November 7, 1986

DEPUTIES TO GENERAL CONVENTION

	<u>Clerical Order</u>	<u>Lay Order</u>
<u>Lay Order</u>	108 cast 55 to elect	326 cast 164 to elect
Mr. Kim Henry	19	70
Mrs. Constance Moorehead	20	73
Mr. W.W. (Tim) Washburn	20	75
Mr. Richard Gadsden	22	78
Ms. Christine Dubois	30	129
Mr. James Church	41	93
Miss. Mary Drew	55	136
<u>NO ELECTION</u>		

The Secretary made the announcements.

The Bishop declared the Convention in recess until 8:30 AM Saturday, November 8, 1986.

SATURDAY

November 8, 1986

29. THE EUCHARIST The Eucharist was celebrated in the Cathedral. The Bishop was the chief celebrant and preacher.
30. CALL TO ORDER Bishop Cochrane called the Convention to order at 10:00 AM.  
  
Bishop Cochrane opened the floor to nominations for the 2 year unexpired term in the Standing Committee. Nominations were:  
The Rev. Robert Dunn  
The Rev. Peter Moore  
The Rev. Douglas Hadley  
The Rev. John Schaeffer  
The Rev. Reginald Butt  
The Rev. Carla Berkedal
31. THIRD BALLOT The Convention voted on the THIRD BALLOT.  
  
The Convention sang Hymn #602 "Jesu, Jesu".
32. PASTORAL MINISTRY REPORT Bishop Cochrane called on The Rev. Allan Parker for the report of the Pastoral Ministry Committee.



Last year at this Diocesan Convention you supported us in some of our requests for budgetary assistance in the developing of a hospital chaplaincy program. As many of you know who have been around the diocese for awhile, we have had a hospital chaplain in the diocese for some years, resident in the Seattle area and visiting in the major metropolitan hospitals. Father Dick Garlich, Father Jack Ledger and myself have held that position over the years. Two years ago that position was eliminated from the budget and we have been working to develop a new approach to that same kind of ministry. We have done that this year. At the beginning of the year the Pastoral and Hospital Chaplaincy Committee, which has re-named itself the Pastoral Ministry Committee, appointed Pat Taylor, a Deacon in the church, to coordinate the hospital ministries program under our purview. She has gathered around herself a number of volunteer hospital callers, both clergy and lay to visit the Episcopalians in the major metropolitan hospitals when they have come from some distance away and their parish priest is unable to visit them or they have no parish priest at all. We have seven lay visitors; Mary Drew from St. Paul's, Seattle calls in Virginia Mason; Marilee Thacker of St. Margaret's, Bellevue, calls in Group Health, Central; Wilson Valentine of St. Andrew, Seattle, calls in Providence Hospital; Steve Miller of St. Mark's, Seattle calls in Swedish; Jeanne Ensor of St. Luke's, Seattle, calls in Swedish. Mary McCaw of St. Stephen, Seattle, calls in Children's Orthopedic; Jan Horney of St. Barnabas, Bainbridge Island, calls in Harborview. In addition, a Deacon, The Rev. Meg Lewis of Christ Church, Seattle, calls in University Hospital.

Each of these callers calls on all the Episcopalians listed in the census the first time. If the person listed in the census is local then that local parish priest would be notified. The hospital visitor does not continue to call since there is a priest and congregation to do that ministry. If that person is from out of town or if that person

does not have a parish priest, the hospital visitor continues to call and makes that person the focus of his/her ministry. If that person is in need of priestly ministry each of those lay callers has a priest backup. Those priests include: The Rev. John Harriman, Trinity, Seattle at Veterans; the Rev. Eugene Wolfe, St. Clement, Seattle at Pacific Medical Center, The Rev. John Smith, St. Paul's, Seattle, at Virginia Mason; The Rev. David Jackson, Epiphany, Seattle, Providence; The Rev. Allan Parker, Trinity, Seattle, Harborview; The Rev. William Bertolin, All Saints, Seattle, Group Health; The Rev. Jack Ledger, Good Shepherd, Federal Way, Swedish; The Rev. Barrett Lindsey, Christ Church, Seattle, University Hospital.

In addition to this there are a number of hospital ministries going on in the diocese that are not centered in Seattle and they need to be pointed up. In some cases these ministries have been going on for some time, in some cases these ministries exist because we have provided support and consultation. It makes no difference. They are in areas away from the city where clergy and laity have gathered together to develop specialized hospital ministries. At Olympia, the Rev. James Blundell and lay visitors from St. John have a hospital ministry. In Port Angeles, the Rev. David Storm and lay visitors from St. Andrew's have a hospital ministry. In Everett, the Rev. Hollis Williams and the Rev. H. Stewart Ross and lay visitors from Trinity perform this ministry. In Bremerton, the Rev. Norman Johns and lay visitors from St. Paul's provide hospital ministry. We would like you to know that the committee and Pat stand ready to work with you in any area of the diocese where you would like to develop this ministry. That's one of our jobs and we want to support you just as you have supported us in the past. Please visit the booth downstairs and attend one of the Pastoral Care Workshops under the coordination of Charlotte Ellis. I appreciate the support that this convention has given over the years. I have been connected with this committee for the past 10

years. I appreciate and thank you for your support.

Father Parker urged that people who are patients at Group Health make it known that want a visit, otherwise it is difficult to determine who the Episcopalians are.

26. EVALUATION  
COMMITTEE  
REPORT

The Bishop called upon the Rev. Stephen Gehrig, chairman of the Evaluation Committee. (86/17).

The Evaluation Committee continues its work of evaluating Diocesan Convention, the budget building process in this diocese, and ourselves as the Evaluation Committee. Let us bring you up to date with our progress thus far.

Diocesan Convention

Over 400 surveys were returned to us by delegates and alternates at last year's diocesan convention. Initially, the feedback shows that new delegates felt confused about the workings of convention and, among many delegates, there was a high level of boredom throughout the two days. Our research of other diocesan conventions shows that this is not uncommon. We also have learned that there is a great deal of diversity in the length, time of year, structure and purpose of diocesan conventions throughout the Episcopal Church. We are evaluating the physical environment of convention as well and find a general dissatisfaction with the crowded seating arrangements, awkward seating configuration, the cost of the convention dinner, and the (lack of) preconvention preparation in congregations.

The Budget Building Process

In the 400+ responses to our convention questionnaire, delegates generally felt that they understand the budget well, but that the way it is dealt with at the convocation level and on the floor of convention is ineffective. However, most believed the changes in the 1984-85 budget building process have made the process as good or better than in previous years. Communication is a key issue in the process and we are working to make a simple flow chart to explain how the budget is put together.

The Evaluation Committee

Three consultants have offered their time and talent to assist us in evaluating ourselves: what we are, what we do and how we do it. Out of this consultation, the Evaluation Committee hopes to present to convention a clearer statement of its purpose and a model to use as we go about our work

RESEARCH AND OBSERVATIONS

Over the past two years the Evaluation Committee, at the request of a significant number of 1984 Diocesan Convention delegates, has been evaluating the budget building process used by this diocese. To begin with, research was done to determine how other dioceses put together their budgets. Information then was received on the budget process in our own diocese from a questionnaire completed by delegates to the 1985 Convention and a follow-up questionnaire to diocesan staff, Council representatives, the Program and Budget Committee (PBC) and Convocation Presidents. The following comments summarize the information we received:

- 1) Delegates to Diocesan Convention felt they understood the budget process in this diocese and that the amount of time spent on the budget at the convocation level was about right. However, they did not feel that it was dealt with effectively at either convocation meetings or at Diocesan Convention.
- 2) With regard to the funding of diocesan programs, delegates indicated a slight preference for funding programs on the basis of available income rather than setting the assessment in order to fund programs.
- 3) Delegates at the 1985 Convention felt that the 1984-85 budget building process was as good or better than the process of previous years. It should be noted that the Bishop and Council assumed a primary role in this budget building process (more so than in previous years) and convocations served to advise the Bishop and Council of recommendations and/or changes before the budget was presented on the floor of Convention.

4) Comments from diocesan staff and Council tend to favor this "Bishop/Council" process of budget building. Delegate comments indicated that the budget is a statement of the Bishop's priorities for ministry and, in addition to favoring the "Bishop/Council" process, also favored the suggestion that the Bishop present the budget to Convention.

5) Convocations still want to be involved in the budget building process and they want their suggestions to be taken seriously.

6) There is a general feeling among delegates that communication between Council and convocations on budget matters is poor. Many delegates expressed the feeling that their suggestions either were not taken seriously or ignored. This has led to apathy and poor preparation on their part.

7) The value of the PBC is questioned among many delegates. The perception seems to be that PBC is just another bureaucratic level in the budget building process which has little or no authority.

#### THE BUDGET BUILDING PROCESS

##### A Summary of Conclusions and Recommendations

1) The budget of the Diocese of Olympia is a primary reflection of our priorities and direction as a diocese. Therefore, the process of building a budget cannot be addressed casually or "by committee." We believe the people best qualified to set the budget are the Bishop and Diocesan Council. They have sufficient background information necessary for developing and administering the budget.

RECOMMENDATION: We recommend that the Bishop and Council be given responsibility and authority for preparing and approving the budget and that diocesan Canon VI, Section 8 be amended to reflect this responsibility and authority, as per the recommendations of the Committee on Constitution and Canons.



2) The budget building process has too many people involved. It is presently difficult to determine how to enact effectively a change to the draft budget.

RECOMMENDATION: We recommend that Council members (not PBC) be responsible for communicating the draft budget to convocation meetings. Furthermore, we recommend that all action taken by Council on suggestions from convocation meetings be reported back to convocations at the earliest possible date.

3) It is our conclusion that delegates believe the budget to be a reflection of the direction and priorities of the diocese. The bishop, as ecclesiastical authority and chief pastor assumes a central role in determining our direction and priorities. He or she should also assume that central role in the presentation of the budget to Convention.

RECOMMENDATION: We recommend that the Bishop present the budget to Diocesan Convention each year.

4) Over the years, it has been hard to understand the budget building process. Given its importance to the diocese, it is felt that the process be presented as clearly and cogently as possible to all delegates and alternates.

RECOMMENDATION: None. This is a function of Diocesan Council and it is an ongoing process of educating and informing for them to do as they see fit. A flow chart reflecting the recommended budget building process has been attached to this report, 86/17/12 B-123.

"IF THIS HAPPENS"... A Brief Commentary

These conclusions and recommendations contemplate a shift in emphasis for Convocations and convention from consideration of budget-related matters to greater emphasis on the ministries we undertake as a diocese. We see this recommended process working in the following way.



At each Diocesan Convention, Bishop and Council will receive a "sense of Convention" with respect to the priorities for ministry. They will also receive additional input from Winter Convocation meetings were a review of Convention and additional focus on ministries has taken place.

Bishop and Council will then prepare a draft of the budget in response to the needs and priorities expressed, recognizing that priorities will need to be set due to income restraints. Representatives of Council will communicate the budget to Spring Convocation meetings and receive feedback on the draft budget. Further revisions would take place if necessary.

At the Fall Convocation meetings, members of Council would communicate how the budget reflects our priorities for ministry for the following year. Convocations would spend a majority of their time preparing for Convention by reviewing the budget and discussing any new priorities or ideas for ministry in the following year.

Convention can then receive reports on ministries accomplished during the past year and ministries proposed for the next year. There would be limited discussion of the budget at Convention. No vote would be taken on the budget and no changes in the budget would be made by Convention. Convention will continue to set the assessment, so if the current budget is not responsive to the "sense of Convention" the Convention has the ability to affect the following year's funding.

#### CONVENTION ACTION ON THE BUDGET PROCESS

Recommendations concerning the BUDGET BUILDING PROCESS were moved and seconded.

#### 1st recommendation:

Amendment was moved and seconded to add the words "with the concurrence of convention" to so that the recommendation reads:

Agenda Items

November 8, 1986

Canon VI  
Section 8

We recommend that Bishop and Council be given responsibility and authority for preparing and approving the budget with the concurrence of convention and that Diocesan Canon VI, Section 8 be amended to reflect this responsibility and authority, as per the recommendations of the Committee on Constitution and Canons.

AMENDMENT

3rd Recommendation:

At the end of the sentence add the words "for approval" so that the recommendation reads:

We recommend that the Bishop present the budget to Diocesan Convention each year for approval or change.

Clarification was made that the difference in what is currently in force by Canon and the recommendations being proposed by the Evaluation Committee is that the Evaluation Committee requests the power to be delegated to the Bishop and Council.

AMENDMENT

Amendment made and seconded to receive the recommendation of the Evaluation Committee but do not vote on this part of the recommendation as part of the Evaluation Committee report but rather act on it as a vote on the Canons.

Bishop ruled that voting on the report would establish the principal and voting on the Canon would be voting on the implementation.

Motion to table the Amendment on the floor was seconded and PASSED.

The Amendment to change recommendation wording was then under discussion. Motion made, seconded and PASSED to terminate debate. The Convention voted on the amendment. The amendment FAILED.

AMENDMENT

1st recommendation

Amendment was made and seconded to delete recommendation, section 1 from the total motion. Motion was made, seconded and PASSED to terminate debate. Amendment to delete recommendation section 1 FAILED.

Convention action was taken on the entire report of the Evaluation Committee regarding the Budget Process. The recommendations PASSED - 226 in favor, 176 opposed.

CANON VI Bishop Cochrane asked the Convention to consider the report of the Constitution and Canons relating to Canon VI, Section 8. The motion was made and seconded.

Canon VI, Section 8 Proposed Canon

The Ordinary shall with the advice and consent of the Council, present the budget to the Convention. Said budget shall be balanced on the basis of expected diocesan income at the Assessment Rate set pursuant to Canon VIII. Copies of the budget shall be presented to the clergy, lay delegates and Parish and Mission Treasurers one week prior to the Annual Convocation meetings. Council shall review and recommend to the Ordinary such changes in budget allocations as it shall find expedient and necessary throughout the year, provided that Council shall not increase the Diocesan Assessment Rate without a majority vote of the Convention sitting as a whole.

AMENDMENT Amendment was made and seconded to add the words "for concurrence. The Convention may amend this budget by a two-thirds vote at that Convention." Question was called. Motion made, seconded and PASSED to terminate debate. Amendment PASSED in each order with a concurrent majority.

AMENDMENT Amendment was made and seconded to delete the final phrase after the word year. Amendment to delete was PASSED in each order by a concurrent majority. The Convention then acted on the original Canon as amended. The Canon PASSED by a concurrent majority in each order. The wording of the Canon appears as amended in the Constitution and Canons of this Journal.

SUB-COMMITTEE ON DIOCESAN CONVENTION

Report to the 1986 Diocesan Convention

RESEARCH AND OBSERVATIONS

As a sub-committee of the Diocesan Evaluation Committee and at the request of a majority of delegates to the 1984 Convention, our task has been to evaluate the workings of the annual Diocesan Convention, Diocese of Olympia.

Since the work of Diocesan Convention has a major impact on the entire life of the Diocese, the well being of Diocesan Convention is of major importance to all in the Diocese.

This report is not only the work of the Evaluation Committee but also the combined efforts of numerous people. Our sub-committee researched how other dioceses go about the business of their conventions. A questionnaire was sent to all dioceses in the 8th Province, plus the dioceses of Central New York, Atlanta, Oklahoma, and Colorado. We asked about the format, setting, cost, schedule, time of year and priorities of their conventions.

At Diocesan Convention in 1985 a number of observers paid attention to the process of Convention: Where and when did delegates spend their time during Convention? How many were present on the floor of Convention at any given time? Those observed at various locations were also interviewed to receive their insights about the business of Convention. In addition to our observers, hundreds of delegates responded to a Convention questionnaire.

What we learned from our research is this:

- 1) While every diocese meets in convention, the similarity ends there. The meeting dates for conventions around the Church are set by such factors as local weather, fiscal or calendar year budgeting, every member canvasses, congregational annual meetings.
- 2) The length of conventions may vary from three one-day sessions to one three-day session. Most meet for two days (normally a Friday and Saturday). Some dioceses meet three times a year; once for budget, once for renewal, and once for mission planning. Others appear to meet for the prime purpose of fostering fellowship among congregations of the Diocese. Some dioceses gather around an annual theme to focus their reflections and fellowship, while others meet for the singular purpose of dealing with church business.
- 3) The Diocese of Olympia follows the norm when it comes to date, length, and format of convention. In other words what we do is what most other dioceses

do when they meet for convention. Our diocese is also similar to other dioceses in terms of the cost of convention, the number of delegates, and the central purpose of convention (which is perceived to be to conduct the business of the diocese). About half of the dioceses researched meet in a Cathedral setting, while the rest meet in such secular settings as convention centers, hotels, motels, campuses, etc.

4) Delegates to our own Diocesan Convention believe there are three major reasons to meet together as a diocese: to gather in faith with the Bishop; to gather in fellowship as the people of God; and to conduct the business of the Church.

5) The results of the delegate survey can be summarized as follows:

- + our delegates were split as to the meeting place of Diocesan Convention; half preferred meeting at St. Mark's Cathedral while the other half indicated a preference for a convention center.

- + 60% felt that the length of convention is just right.

- + 96% said that the Bishop's address is the most effective way for the Bishop to communicate with Convention.

- + 73% said that the business of convention is brought forward in an orderly manner.

- + 61% feel that the budget is the most important matter of business at Diocesan Convention.

- + Several delegates indicated that they felt unprepared to do the work of convention, due either to lack of any preparation with their parochial clergy before convention or insufficient preparation at convocation meetings. Furthermore, it is our observation that the actions of Diocesan Convention are inadequately reported back to congregations.

- + Delegates are divided about the value of the Convention dinner on Friday night. Many felt that it was not an effective way to gather the Diocese in fellowship. Several believe that not all delegates attend the dinner because of its location and price. Still others expressed the view that the awarding of Bishop's Crosses should be done within the context of Convention Eucharist when all the delegates are present.



6) Our observations of the 1985 Diocesan Convention revealed a high level of physical discomfort among delegates. The crowded setting, cramped seating and insufficient meal accommodations of our Cathedral produces a high level of fatigue and boredom. This was most obvious during the business sessions of Convention when a significant number of delegates were outside or downstairs in Bloedel Hall.

A Summary of Conclusions and Recommendations

1) Enough delegates have indicated dissatisfaction with the current setting of Diocesan Convention to warrant a study thereof. Delegates are very uncomfortable in the pews of St. Mark's. The most glaring observation of our study has been the high number of delegates who were wandering about during the business of Convention - in Bloedel Hall, in the bookstore, returning late from lunch, etc.

RECOMMENDATION: We recommend that the Bishop and Council review the data gathered by the Evaluation Committee concerning the setting of Diocesan Convention and that a new and serious study of the convention setting be undertaken.

2) The format of Diocesan Convention needs further study. Delegates tend to feel that resolutions, budget matters, and committee reports are monotonous.

RECOMMENDATION: We recommend that the format of Convention also be reviewed by the Bishop and Council with an eye toward improving the quality of corporate worship, fellowship, and overall sense of diocesan life. These are perceived by the delegates as primary in the work of Convention and the format should more adequately reflect these priorities. We also recommend that the suggestion of two one-day conventions - one for budget and elections and one for mission and renewal be studied.

3) We believe that too many delegates come to Diocesan Convention inadequately prepared and this has a deleterious effect on the work of Convention. There is also insufficient reporting of the actions of Convention to the congregations. While we recognize the efforts of Council and the staff at Diocesan House to deal with this, the efforts need to be continued.



RECOMMENDATION: We recommend 1) that clergy and wardens in congregations throughout the Dioceses step up their efforts to prepare their delegates for the work of Convention, and 2) that clergy and delegates be more intentional about reporting the actions of Convention to their congregations.

MOTION: Recommendations concerning the Diocesan Convention were moved, seconded, and PASSED. The understanding is that the Bishop & Council will report to next year's convention on their findings.

THE SUB-COMMITTEE ON EVALUATION

Report to the 1986 Diocesan Convention

RESEARCH AND OBSERVATIONS

The 1984 Diocesan Convention granted the Evaluation Committee "the privilege of evaluating all committees, commissions, facilities and other functioning bodies of the Diocese". (Journal of Diocese of Olympia, 1984, page B-22). It was felt that this would be an opportune time for the Evaluation Committee to evaluate itself as it continues its ministry as a committee of Diocesan Convention. This report to the 1986 Diocesan Convention represents the culmination of 2 years of work which has involved research, data gathering and consultations.

As a first step in evaluating ourselves, we researched the work and the results of the Evaluation Committee since its inception in 1971. A summary of this research was presented to the 1985 Diocesan Convention (#85/13) and, rather than repeat it here, we have condensed it and included it in our findings listed below. Suffice it to say that, on the basis of this research, we found that the Evaluation Committee has served a very valuable function in this diocese. Its role as an independent Committee of Convention has allowed it to look at programs and institutions without having to regard such things as funding, personnel or program agendas, etc. Furthermore, most of the Evaluation Committee's recommendations have been taken seriously in the past and have effected significant, positive change where necessary.

However, we found that the methods used in the process of evaluation varied greatly. There have been no guidelines developed for the Evaluation Committee to use in its work. Even more significant is the fact that no clear statement of purpose for the Evaluation Committee has ever been developed. These are essential ingredients in any effective organization - especially one which claims to be able to evaluate effectiveness! Hence our work in the past year has focused on formulating a purpose statement and developing some guidelines to be used in our work.

To do this, we enlisted the help of some outside consultants. Three professionals who are currently enrolled at Central Washington University in a Master's degree program in Organizational Development offered their services to the Evaluation Committee: Marc Bridgham, Manager of Personnel Development at Unigard Insurance and parishioner at Epiphany Parish; Debra Synmonds, City Clerk of Mercer Island, and Myra Wall, Corrections Academy Coordinator of the Washington State Criminal Justice Training Commission. They were an enormous help in bringing focus and clarity to the Evaluation Committee's purpose and work.

What follows is a summary of our findings concerning the purpose and work of the Evaluation Committee with recommendations where applicable.

#### A Summary of Findings and Recommendations

1) Especially in recent years, there has been some confusion about the nature and scope of the Evaluation Committee's role within the diocese. This is partially due to the fact that the Evaluation Committee has functioned without a clear statement of its purpose to guide it in its work.

RECOMMENDATION: We recommend that the following purpose for the Evaluation Committee be accepted by the 1986 Diocesan Convention.

#### EVALUATION COMMITTEE PURPOSE STATEMENT

The purpose of the Evaluation Committee is to be a collaborative and objective body acting on behalf of Convention whose function is to evaluate the ministries of the Diocese of Olympia.

The process the Evaluation Committee uses is to gather and study data, develop conclusions and inform Convention of its findings and recommendations. If accepted, the authority to act upon these findings and recommendations lies with the Bishop and Diocesan Council \*and Convention.

2) Two perennial problems over the years concerning the recommendations of the Evaluation Committee can be stated as follows: "who is responsible for implementing the recommendations accepted by Convention and how do we know what's been done?" A major reason is that there has been no clear link between the Evaluation Committee, the Bishop, and Diocesan Council; neither has there been any clear explanation of who is responsible for implementing the recommendations of the Evaluation Committee. These are essential, we believe, if convention is in recess throughout the year and Bishop and Council are charged with doing its work.

RECOMMENDATION: None. We believe that the purpose statement and the guidelines given below for the Evaluation Committee's work establish a clear link between the Evaluation Committee, the Bishop and Diocesan Council and establish responsibilities and lines of authority effectively and appropriately. Furthermore, by action of 1984 convention, the Diocesan Council must report a summary of its actions to each Convention, in which will be contained its actions on the recommendations of the Evaluation Committee, if any

3) Over the years, it has been noted that very few committees or commissions evaluated by the Evaluation Committee have had mission statements against which to measure and evaluate themselves. This has begun to change in recent years. Such statements not only bring clarity and focus to the work of the group; they are also seen as a necessary step in any evaluation process.

RECOMMENDATION: If not already done, that every commission and committee of the Diocese be charged with the task of formulating a mission statement which accurately and clearly defines its ministry within the Diocese of Olympia.

4) In past years, the Evaluation Committee's agenda has been determined by suggestions from different sources:

\*(editorial addition, not an amendment).

the Office of the Bishop, Diocesan Council, Convocations, Convention, or the Evaluation Committee itself. There has been no clear source or direction of the Evaluation Committee's work. How is it decided, who and what to evaluate?

RECOMMENDATION: We believe that the work of the Evaluation Committee should be established by Convention or, if Convention is in recess, by the Bishop and Diocesan Council. Of course, requests for evaluation can come from anywhere. We suggest, however, that Convention or Bishop and Council be the conduit through which such requests come.

5) The Evaluation Committee has had no specific guidelines by which to do its work. This has created confusion and, in some cases, suspicion on the part of the program being evaluated.

RECOMMENDATION: We suggest that at least the following be included in every evaluation.

a) Every request for an evaluation should be in writing accompanied by a rationale for such a request. This written request should be submitted to the Evaluation Committee before the first of every calendar year.

b) The mission statement of that program or organization should be evaluated in order to determine its accuracy.

c) A review of goals should be done along with a review of the methods established to attain them. Are the methods in line with the goals and do the methods work in bringing about the desired outcome?

d) A review of the history of that program or organization should also be done, including a look at its structure, how it functions, and what has been done and is accomplished by this group.

e) A review should also be done of how this program or organization fits into the larger Diocesan structure and the contributions it makes thereto.

f) An analysis should be done comparing what was desired by that program (desired outcome) and what was actually achieved (actual outcome). Included in this analysis will be an identification of the "gaps" and recommendations for necessary changes, if any.

g) A written report will be given to the program organization being evaluated, preferably in advance of the Evaluation Committee's report to Convention.

6) In the past, some recommendations made by the Evaluation Committee have been rather vague and non-specific.

RECOMMENDATION: In the future, recommendations made by the Evaluation Committee shall include WHAT is to be done, WHO is going to do it, and BY WHEN it should be completed.

MOTION: Recommendations concerning the Evaluation Committee were moved, seconded and PASSED.

34. REPORT OF THE SECRETARY read the Third Ballot Report of THE TELLERS the Tellers.

<u>STANDING COMMITTEE</u>	<u>Clerical Order</u>	<u>Lay Order</u>
<u>Lay Order</u>	85 cast 43 to elect	324 cast 163 to elect
Mr. Richard Cleveland	15	60
Ms. Jean A. Lee	20	52
Mrs. Ruth Schmidt	23	110
Mr. Howard Bartlett	30	102
<u>NO ELECTION</u>		

<u>DEPUTIES TO GENERAL CONVENTION</u>	<u>Clerical Order</u>	<u>Lay Order</u>
<u>Clerical Order</u>	89 cast 45 to elect	327 cast 164 to elect
The Rev. George King	7	30
The Rev. Mary Ann Peters	12	55
The Rev. Carla Berkedal	21	160
The Rev. John P. Lambert	23	55
The Rev. Michael Creighton	23	75
The Rev. James Blundell	23	74
The Ven. Robert Christie	27	84
The Rev. Kenneth Snyder	34	107
<u>NO ELECTION</u>		

Deputies to General Convention

<u>Lay Order</u>	85 cast 43 to elect	332 cast 167 to elect
Mr. W. W. (Tim) Washburn	12	64
Mr. Kim Henry	12	56
Mrs. Constance Moorehead	17	66
Mr. Richard Gadsden	19	71
Ms. Christine Dubois	23	129
Mr. James Church	36	109
Ms. Mary Drew	48	162
<u>NO ELECTION</u>		

The Convention was asked to ballot on the  
Special Election to the Standing Committee.  
The Secretary read the announcements

The Convention was in recess until 1:15

36. CALL TO ORDER      The Bishop called the convention to order at 1:15 P.M.
35. FOURTH BALLOT      The Bishop asked the Secretary of Convention to explain the instructions for the fourth ballot.

The Secretary read the results of the Standing  
Committee Special Election - 2 year term.

STANDING COMMITTEE SPECIAL ELECTION - 2 years

	<u>Clerical Order</u> 49	<u>Lay Order</u> 164
The Rev. Carla Berkedal	13	153
The Rev. Robert Dunn	14	44
The Rev. Douglas Hadley	15	27
The Rev. John Schaeffer	15	49
The Rev. Reginald Butt	15	31
The Rev. Peter Moore	24	22
<u>NO ELECTION</u>		

The Convention voted on the fourth ballot.

38. CONGREGATIONAL RENEWAL AND MISSION      Bishop Cochrane called on The Rev. Joe Carney and Mrs. Carolyn Allendoerfer to make the report on congregational renewal and mission - the congregational revitalization program.



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Carolyn Allendoerfer addressed the Convention. The Congregational Revitalization Project had its beginnings when several clergy from small congregations met in 1985 to share concerns about growth, lay leadership, and diocesan policy toward small congregations. These clergy wanted vitality and movement in their congregations but needed a plan and resources that would give them a clear direction for their efforts. As the discussion evolved, it became clear that a substantial opportunity was emerging that would go far beyond the scope of a one day conference or a short term program.

This group was aware of the summer course taught at the Church Divinity School of the Pacific titled "Revitalizing Small Congregations" which was taught by Dr. William (Bud) Phillips of the Vancouver School of Theology. Dr. Phillips was contacted by and met with this clergy group, the result being a desire to have his program considered by the Diocese of Olympia. The clergy group met with Archdeacon Langpaap and discussed Dr. Phillips' program. The idea was next proposed to the Commission for Diocesan Congregations (CDC). We liked the idea and requested a presentation by Dr. Phillips. After learning in depth about the program and its potential for vitalization of all types of diocesan congregations, the CDC voted to recommend to the Bishop that the diocese enter into a contract with Dr. Phillips. Such a contract has been signed and eight congregations will be chosen to begin a two year revitalization program in 1987. This program is for congregations which are ready to grow and are ready to renew their ministries. It promises to invite renewal of personal spirituality as well as to reinforce current ministries. The development of new ministries within each participating congregation is also a major expectation.

The Congregational Revitalization Project was developed at the Vancouver School of Theology, under the direction of Dr. William Phillips. Dr. Phillips, a Baptist minister, serves as associate professor of ministry and director of the advanced studies program at

the Vancouver School of Theology and is Director of the Centre for Study of Church and Ministry - a Canadian ecumenical research centre at the Vancouver School of Theology. Our Congregational Revitalization Project will be using the process and principles developed by Dr. Phillips and the Centre for Study of Church and Ministry. Through 15 years of research, using a network of researchers, scholars and church leaders, Dr. Phillips and the Centre have developed a process that studies the effectiveness of a church and its ministry, identifies issues in a church's ministry which require careful study and analysis, facilitates contacts among church leaders, clarifies the clergys' role in the congregations, develops profiles of congregations' faith development and develops profiles of potential growth of a congregation's ministry. The Congregational Revitalization Project, under Dr. Phillips' direction, has been successfully completed by 16 Methodist congregations in Seattle and has just begun with congregations of the United Church of Christ on the Peninsula. Father Carney will now tell you about the program in our diocese.

The Rev. Joe Carney addressed convention. Two important investments are being made by the Diocese of Olympia in Dr. Phillips' plan. One is money: about \$23,000 over two years, substantially from the Ministries Forward Fund. The second is the investment of some top personnel from our own Training and Consultation Service of the Diocese. Fathers Wally Bristol and Bill Bertolin will be senior team associates with Dr. Phillips, and Betsy Greenman will audit the process. Accordingly, through these people the Diocese of Olympia will quickly appropriate the plan and begin a second cycle well before the first one is finished. Thereafter, the plan will continue and develop into the future as an on-going diocesan resource.

What is offered to the participating congregations?

Phase One offers a three-step process to help the congregation find its identity and its ministry.

- 1) to look at "moments of life in the church"
- 2) to look at "Manifestos", i.e., all decisions and actions they have taken
- 3) to look at "psycho-history" - how the congregation has accepted or rejected its history.

Trained teams of clergy and laity help a congregation through these steps.

Phase two is a data-gathering and a profile designing time to assist in determining the nature and mission of the congregation. This is followed by a planning process. The final phase is to provide training and leadership in the direction of new ministries.

The plan is for all congregations regardless of size. The advantages are: First, where there is evidence of "status quo" or of little vitality, this plan has a proven record of really helping. Secondly, the Phillips' process of joint training and mobilization of clergy together with laity bodes well for the development of total ministry. Thirdly, the climate of working relations between the diocese and congregations needing and seeking renewal will be greatly improved by the replacement of present planning and policies with the attractive features of the Phillips process. The next point of advantage is the "hands-on" feature of this package; it is entirely practical, not theoretical; it is congregation oriented and diversified as opposed to reliance on one or a few individuals. A fifth advantage should be the encouragement it can give to part-time, contractual clergy in the ministries of small congregations. This is a rapidly emerging situation today, it is no longer the exception to have one-half time and part-time clergy. Finally, vitality is contagious. The prognosis is favorable for every congregation: the inactive parishes becoming inspired and the renewing congregations

responding to the challenge to become more alive. Little wonder that the two information meetings drew inquisitive responses from 22 congregations!

As a member of the CDC, and personally, I commend this project to this convention. If delegates wish specific information on CVP please consult the Archdeacon, Father Bertolin or Father Bristol.

37. THIRD REPORT  
COMMITTEE ON  
RESOLUTIONS

Third report of Committee on Resolutions. The Rev. John Fergusson speaking for the committee asked the convention to consider a resolution honoring Canon Peter Hallock. The Bishop asked the Convention if they had any opposition to considering the resolution. There being none, the following resolution was read:

F-1

WHEREAS DR. PETER HALLOCK, CANON PRECENTOR OF THE CATHEDRAL CHURCH OF ST. MARK, choirmaster, organist and composer, will on November 11, 1986, celebrates the 35th year of his appointment to the Cathedral Staff; and

WHEREAS, Canon Hallock has used his gifts with humility but great joy to the worship and glory of God and the beauty of the liturgy, in the Cathedral Parish, the diocese and the Episcopal Church in the world,

THEREFORE BE IT RESOLVED that the 76th Convention of the Diocese of Olympia send to Canon Hallock its affectionate greetings and good wishes and congratulations as he begins the 36th year of his ministry of music.

Submitted by Joyce McConnell, St. Mark's parishioner.

The resolution was moved, seconded and PASSED with applause.

CR-32

The Rev. John Fergusson presented the resolutions for the committee.  
AMENDING THE DIOCESAN CANONS IN RELATION TO

WHEREAS, the Convention is the legislative body of the Diocese; and

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WHEREAS, there is a lack of clarity in the canons regarding the exercise by the Diocesan Council of legislative functions of the diocese, and

WHEREAS, this manifests from time to time in confusion & misunderstanding of the relation between the budget approved by Convention and the administrative budget utilized by Council in expending funds;

THEREFORE BE IT RESOLVED, that Convention establishes a committee to be appointed by the presidents of the Convocation to recommend admendments to the canons to clarify the powers of Diocesan Council to amend the budget approved by Convention and assure that the intent of Convention is carried out. Said amendments to the canons shall define the limits of:

1. the transfer of funds between budget categories and programs;
2. incorporation of unexpected revenues into budget categories and programs;
- and
3. reduction in budgeted items due to unanticipated shortfalls in revenues.

This committee shall make an initial recommendation to spring convocation meetings and present a recommendation in the form of a proposed amendment to canons to the 1987 Convention.

Resolution was moved and seconded. A motion to TABLE was moved, seconded and PASSED.

CR-30

ADDRESSING THE FORMAT OF THE BUDGET.

WHEREAS, the budget of the Diocese is complex and confusing to some; and

WHEREAS, the expenditures for specific programs are divided in the present budget format among a number of categories; for example, staff contributions to specific programs are listed separately from the programs, in the items Ministry of Administration and Staffing for Ministry;

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THEREFORE BE IT RESOLVED, that the 1988 budget and subsequent budgets be organized by program, with all staff and other expenses for each program presented together.

Resolution was moved and seconded.  
Resolution FAILED.

CR-13

EVANGELICAL PURPOSE OF CONVENTION.

WHEREAS, the Church is a non-profit entity, and

WHEREAS, the Christian faith is built on compassion, and

WHEREAS, the Episcopal Diocese of Olympia has become more concerned with "real" problems, both financial and political;

THEREFORE BE IT RESOLVED, that the Episcopal Diocese of Olympia be charged by this Convention to reassess its priorities with an emphasis on service and faith, rather than on practicality and finance.

Resolution was moved and seconded.  
Resolution FAILED.

CR-14

THE DICHOTOMY FACING THE SUBJECT OF UNPLANNED PREGNANCY.

WHEREAS, the reality of unplanned pregnancy and the tragic aftermath of abortion or unwanted birth is an undeniable and unavoidable problem in the everyday life of this and any body of Christs' Church, and

WHEREAS, the concern for life is of paramount importance to all members of Christs' Church, and

WHEREAS, the quality of life, similarly, is of outstanding concern to all members of Christ's Church,

THEREFORE BE IT RESOLVED, tht this Convention of the Episcopal Church in the Diocese of Olympia in this year of Our Lord, 1986, in full recognition of the dual-sided tragedy of



an unwanted pregnancy, stands resolutely against ignorance, close-minded alienation and self-righteous chastisement, and stands on the side of love, understanding, forgiveness, and, in the spirit of the Good Samaritan, sacrifice with a view toward helping alleviate, and, eventually eliminate this very real tragedy from further dividing the Body of Christ, one part from another.

Resolution moved and seconded. Motion made, seconded and PASSED TO TABLE THE RESOLUTION.

CR-19

ELECTION OF BISHOPS

WHEREAS, there is widespread interest in the concept of providing for special congregation based elections of lay delegates to serve with clergy delegates for the sole purpose of selecting Bishops;

THEREFORE BE IT RESOLVED, that the Constitution and Canons Committee is hereby directed to consider and determine whether and how a procedure might be adopted in the Diocese of Olympia to require the holding of special congregation based elections for lay delegates to serve with clergy delegates for the sole purpose of selecting future Bishops; and

BE IT FURTHER RESOLVED, that the Constitution and Canons Committee shall report their findings to the 1987 Convention, and shall present for consideration at the 1987 Convention any legislation necessary to provide for such election procedure.

Resolution was moved and seconded. Motion was made, seconded and PASSED TO TABLE THE RESOLUTION.

CR-20

CHRISTIAN STEWARDSHIP.

WHEREAS, Christian Stewardship, as a response to God, is fundamental to our Christian faith, and

WHEREAS, Stewardship is more than the funding of parish budget and represents what we do with all of the gifts God has given us, and,

WHEREAS, the challenge of Christian Stewardship comes to all Christians; laity, clergy, Vestries, Bishop's Committees, and authoritative bodies of the Church including Diocesan convention, and

WHEREAS, The Episcopal Church of America, the Presiding Bishop of Olympia and the Bishop's Commission on Stewardship have made clear statements, supporting the tithe as the minimum standard for Christian giving,

BE IT THEREFORE RESOLVED, this Convention adopt the following statement as its corporate acceptance of the meaning of Christian Stewardship:

"THE CHALLENGE OF CHRISTIAN STEWARDSHIP COMES TO US THROUGH SCRIPTURE. STEWARDSHIP IS THE FAITH-FILLED CHRIST CENTERED USE OF ALL LIFE RESOURCES. WE ACCEPT THAT STEWARDSHIP BEGINS WITH COMPLETE TRUST IN GOD TO BLESS US ABUNDANTLY.

IT IS OUR CHRISTIAN RESPONSIBILITY TO USE GOD'S GIFTS PROPERLY THROUGH THE COMMITMENT OF OUR MONEY, TIME AND TALENT TO GOD'S WORK IN THE CHURCH AND THE WORLD. WE ARE COMMITTED TO THE TITHE AS THE MINIMUM STANDARD OF GIVING."

Resolution was moved, seconded and PASSED.

CR-21

THREE YEAR ECUMENICAL EMPHASIS

WHEREAS, the 68th General Convention of the Episcopal Church in the United States of America approved a resolution in September 1985 which encouraged the Standing Commission on Ecumenical Relations (SCER) to implement its plans for a three year national ecumenical emphasis, culminating in a national consultation in a celebration of the Chicago-Lambeth Quadrilateral, and

WHEREAS, the Bishop's Commission on Ecumenism of the Diocese of Olympia desires to encourage and facilitate participation of this diocese in the Three Year Ecumenical Emphasis;

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THEREFORE BE IT RESOLVED, that this Diocesan Convention express its support of the Three Year Ecumenical Emphasis and ask the Bishop's Commission on Ecumenism to develop a plan, based on the proposals of SCER, to encourage and facilitate an emphasis on ecumenism during 1987 and 1988 in the Diocese of Olympia,

Resolution was moved, seconded and PASSED.

CR-22

SUPPORT OF THE ROMAN CATHOLIC ARCHDIOCESE OF SEATTLE.

WHEREAS, the Episcopal Diocese of Olympia and the Roman Catholic Archdiocese of Seattle have entered into a covenant relationship, and

WHEREAS, Archbishop Hunthausen has been instrumental in initiating and supporting this relationship, and

WHEREAS, Archbishop Hunthausen's pastoral concern has strengthened the bonds forged through ecumenical dialogue, and

WHEREAS, there is turmoil amongst our Roman Catholic friends with whom we are covenanted in relationship and dialogue;

THEREFORE BE IT RESOLVED, that this convention reaffirms our continued participation in covenant relationship and expresses love and concern for both Bishops in the Roman Catholic Archdiocese of Seattle as well as the clergy and laity caught in a most difficult situation.

Resolution was moved and seconded. The Secretary requested to know the intent of the authors regarding who will send the message. Move to amend the resolution to include the information that the Secretary will send the message.

The Bishop shared with the Convention his hope that the Convention would keep Archbishop Hunthausen in our prayers.

Motion made, seconded and PASSED to terminate debate. Resolution PASSED as printed below.

ADDITION

BE IT FURTHER RESOLVED THAT THE CONVENTION DIRECTS THE SECRETARY TO CONVEY THIS MESSAGE TO THE ARCHDIOCESE OF SEATTLE.

CR-23

THE DEATH PENALTY

WHEREAS, we judge the tenents of the LETTER TO CHRISTIANS IN WASHINGTON ON THE DEATH PENALTY to be right and true;

WHEREAS, the value of human life is not contingent on the moral rectitude of human beings or human institutions; and

WHEREAS, the imposition of the death penalty is inconsistent with our efforts to promote respect for Human Life, to stem the tide of violence in our society, and embody the message of God's redemptive love; and

WHEREAS, the death penalty aggravates the level of violence in society instead of diminishing it; and

WHEREAS, the institutionalized taking of human life prevents, eclipses, and foreshortens the potential fulfillment of the commitment on our part to see the redemption and reconciliation of the offender and,

WHEREAS, the death penalty foreshortens the opportunity to restore peace in the hearts of the broken, peace in the hearts of the violent, and peace in the hearts of all members of the community; and

WHEREAS, we should find peace in the confident knowledge that God will judge fairly, mercifully, and finally,

NOW THEREFORE BE IT RESOLVED, that we commend Bishop Robert and those who prepared and signed the LETTER TO CHRISTIANS IN WASHINGTON ON THE DEATH PENALTY;

AND BE IT FURTHER RESOLVED, that our Bishop issue an appropriate prayer for use in all Episcopal congregations throughout the Diocese of Olympia on the first Sunday of each month.

AMENDMENT

Amendment was moved and seconded to add a further resolve clause to read:

BE IT FURTHER RESOLVED THAT THE SECRETARY OF CONVENTION COMMUNICATE THIS RESOLUTION TO THE DIOCESAN COMMITTEE STUDYING THE ISSUE OF ABORTION.

The amendment FAILED.

AMENDMENT

Amendment was moved and seconded to add an additional resolve clause to read:

BE IT FURTHER RESOLVED THAT A TASK FORCE SHOULD BE APPOINTED BY THE BISHOP TO STUDY THE ISSUE OF CAPITAL PUNISHMENT IN THE STATE OF WASHINGTON AND TO REPORT BACK TO THE 1987 CONVENTION OF THIS DIOCESE ON HOW BEST THE CHURCH CAN ADDRESS THIS IMPORTANT PROBLEM.

The amendment FAILED.

Convention voted on the original resolution.

The resolution FAILED.

REPORT OF  
TELLERS

The Archdeacon presented the results of the FOURTH BALLOT.

DEPUTIES TO GENERAL CONVENTION

<u>Clerical Order</u>	86 cast
The Rev. George King	4
The Rev. Mary Ann Peters	7
The Rev. John Lambert	17
The Rev. Michael Creighton	22
The Rev. James Blundell	25
The Rev. Carla Berkedal	25
The Ven. Robert Christie	32
The Rev. Kenneth Snyder	33
<u>THE REV. KENNETH SNYDER WAS ELECTED</u>	
<u>THE VEN. ROBERT CHRISTIE WAS ELECTED</u>	

Clerical Deputies to General Convention

1. The Reverend Patrick Tomter
2. The Reverend Stephen Gehrig
3. The Reverend Kenneth Snyder
4. The Venerable Robert Christie

## Agenda Items

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### Alternate Deputies to General Convention

1. The Reverend Carla Berkedal
2. The Reverend James Blundell
3. The Reverend Michael Creighton
4. The Reverend John Lambert

<u>Lay order</u>	319	cast
Mr. W. W. (Tim) Washburn	32	
Mrs. Constance Moorehead	33	
Mr Kim Henry	33	
Mr. Richard Gadsden	61	
Ms. Christine Dubois	126	
Mr. James Church	130	
Ms. Mary Drew	208	
<u>MS. MARY DREW WAS ELECTED</u>		
<u>MR. JAMES CHURCH WAS ELECTED</u>		

### Lay Deputies to General Convention

1. Mrs. Joyce McConnell
2. Mr. Mel Matteson
3. Ms. Mary Drew
4. Mr. James Church

### Lay Alternates to General Convention

1. Ms. Christine Dubois
2. Mr. Richard Gadsden
3. Mr. Kim Henry
4. Mrs. Constance Moorehead

<u>STANDING COMMITTEE</u>	<u>(4yr)</u>	<u>Clerical Order</u>	<u>Lay Order</u>
<u>Lay Order</u>		77 cast 39 to elect	320 cast 161 to elect
Ms. Jean E. Lee		10	27
Mr. Richard Cleveland		18	37
Mrs. Ruth Schmidt		18	125
Mr. Howard Bartlett		31	131
<u>NO ELECTION</u>			

The Secretary read the results of the Standing Committee Special Election - 2 year term.



STANDING COMMITTEE SPECIAL ELECTION - 2 years

	<u>Clerical Order</u>	<u>Lay Order</u>
	86 cast	317 cast
	44 to elect	159 to elect
The Rev. Douglas Hadley	9	17
The Rev. Reginald Butt	12	20
The Rev. John Schaeffer	13	37
The Rev. Robert Dunn	13	42
The Rev. Carla Berkedal	18	177
The Rev. Peter Moore	21	24
<u>NO ELECTION</u>		

The Convention voted on the next ballot.

The Bishop called on Carman Jordan, Manager of St. Andrew's House, to inform the convention about the quilts hanging around the Cathedral. Congregations of the diocese made the quilts for the beds of St. Andrew's House and Carman shared which congregation had donated each quilt.

The Bishop expressed his appreciation and that of Convention for the work and ministry of the pages. Applause expressed the convention's appreciation.

37. CONTINUED  
REPORT OF THE  
RESOLUTIONS  
COMMITTEE

The Rev. David Heaney, Chairman of the Committee on Resolution, presented the resolutions from the Social Issues Convention of the Diocese.

CR-24

SOCIAL ISSUES CONVENTIONS

WHEREAS, the Social Issues Conventions held in 1985 and 1986 have proved valuable arenas for the sharing of concern and information about human needs concerns such as abortion, nuclear war, violence in our society, hunger, housing and homelessness, employment and ethics in the workplace, and

WHEREAS, these conventions have demonstrated a need for further discussion and a willingness by the people of the diocese to commit time and energy towards such ministry, and

November 8, 1986

WHEREAS, such discussion and planning for effective action may be done more effectively on a convocational level,

THEREFORE BE IT RESOLVED, that this convention of the Episcopal Diocese of Olympia commend the Social Action Commission for its work in this area, and further,

BE IT RESOLVED, that this convention direct the Human Needs Commissions to work with Diocesan Council and Convocational presidents to facilitate such discussion at the Winter and Spring Convocation meetings, and further,

BE IT RESOLVED, that this discussion be facilitated by the presentation of brief position statements and/or drafted resolutions from the Human Needs Commissions on chosen topics for discussion, and further,

BE IT RESOLVED, that each Winter and Spring convocation meeting be responsible for allowing sufficient agenda time for these discussions, and for assisting in the drafting of any resolutions forthcoming, and further,

BE IT RESOLVED, that the Social Issues Convention continue to be held on an annual basis, with its task to focus in-depth discussion of any position statements and/or resolutions coming to these Convocational discussions.

Resolution was moved, seconded and PASSED.

CR-25      Father Heaney presented resolution #25 -  
HOUSING AND HOMELESSNESS

WHEREAS, all the communities of our society are experiencing a higher incidence of persons unable to afford adequate housing, and there is increasing need for emergency and short-term housing for the homeless on our streets, and

WHEREAS, provision for such emergency, short-term, and low income housing is increasingly needed from the private sector, as governmental budgets for such human need continue to be reduced drastically, and

November 8, 1986

WHEREAS, we as Christians are commanded to care for our neighbors in need (Matthew 25:35 "When I was a stranger you took me into your home...")

THEREFORE BE IT RESOLVED, that this Convention of the Episcopal Diocese of Olympia direct the Social Action Commission to gather information from the congregations of the diocese during the year 1987 concerning local needs for emergency and short-term housing, and low-income housing, as well as information concerning local effort to respond to such needs and further,

BE IT RESOLVED, that the Social Action Commission publicize to all churches in the diocese, descriptions of existing, successful church-sponsored housing programs within the area of the Diocese, listing the appropriate contact person for each program, and further,

BE IT RESOLVED, that the Social Action Commission, in conjunction with the Washington Association of Churches Legislative Task Force conduct a coordinated state lobbying effort on the part of all churches in the state to formulate a state housing policy which would reflect concern for homeless people and encourage construction of adequate low-income housing, and further,

BE IT RESOLVED, a report of this information be made by the Social Action Commission to the 1987 Diocesan Convention, including recommendations for local congregational, regional (or convocational), and diocesan involvement in the issues of housing and homelessness on a local state and national basis, and further,

BE IT RESOLVED, that if 1987 budgetary limitations prevent the funding of this study, that such funding be included in the preparation of the 1988 Diocesan Budget by the Program Budget Committee.

The Resolution was moved and seconded.

AMENDMENT

Amendment was proposed to delete the resolve concerning lobbying (the 4th resolve) And that the final resolve insert the words "be requested to be" between the words "funding" and "included".

The Amendment was moved and seconded. The Amendment FAILED.

The Resolution was PASSED as originally proposed.

CR-26

EMPLOYMENT

WHEREAS, the problems of un-employment and under-employment are of severe degree in our present society, and particularly so in certain areas of the Diocese of Olympia, and

WHEREAS, our concern as Christians for "loving our neighbors" requires that we respond to the areas of need caused by un-employment and under-employment, and,

WHEREAS, we as Christians affirm the inalienable right of every person who desires work to have a job at a living wage, and we also recognize the need for training (and re-training) especially in the cases of young, disabled, and older workers,

THEREFORE BE IT RESOLVED, that this Convention of the Episcopal Diocese of Olympia direct the Diocesan Council to re-establish the Together in Employment program, such program specifically to include education and training for youth on the parish diocesan levels, and further,

BE IT RESOLVED, that if 1987 buydgetary limitations prevent the implementation of this program, that such funding be included in the preparation of the 1988 Diocean Budget by the Program Budget Committee, and further,

BE IT RESOLVED, that this Convention direct the Human Need Council and the Ecumenical Commission to explore cooperation with the Lutheran and Roman Catholic Churches with the goal being the development of ecumenical

November 8, 1986

centers serving the larger community in the areas of job training and employment counseling, and further,

BE IT RESOLVED, that a report of the exploration and dialogue be presented to the Diocesan Convention of 1987.

The resolution was moved and seconded.

AMENDMENT

Amendment was moved and seconded. The amendment proposed would add to the THEREFORE BE IT RESOLVED clause the following: Reassess all efforts including Together In Employment dealing with education, training, employment, career development and supportive services which deal with drug addiction, alcoholism, family abuse, suicide and divorce.

The amendment FAILED.

AMENDMENT

Amendment moved and seconded to delete the last "WHEREAS" clause. Amendment FAILED. The resolution was PASSED as originally proposed.

CR-27

YOUTH EMPLOYMENT

WHEREAS, the problems stemming from unemployment and under-employment invariably have severe negative impact upon families, and

WHEREAS, unemployment and under-employment themselves are sometimes the result of family systems which have broken down, and

WHEREAS, the present high incidence of teenage pregnancy is seen as having a direct effect both upon the stability of the family system, and upon the employment prospects for those involved,

THEREFORE BE IT RESOLVED, that this Convention of the Episcopal Diocese of Olympia commends Mrs. Nancy Wolfe and the Bishop's Commission on Youth Ministry for their work with the youth of this Diocese, and particularly for the several workshops on teenage sexuality held in the last year, and further,

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BE IT RESOLVED, that this Convention direct the Bishop's Commission on Youth Ministry and the Commission on Education to expand their effort to reach all convocations and as many parishes as possible, and further

BE IT RESOLVED, that, if determined to be necessary by these Commissions, such program include training for clergy and parents so that they may better assist our youth in clarifying their own values, and further,

BE IT RESOLVED, that if 1987 budgetary limitations prevent the implementation of this program, that such funding be included in the portion of the 1988 Diocesan Budget by the Program Budget Committee.

The resolution was moved and seconded.

Mrs. Nancy Wolfe, Director of Youth Ministries for the Diocese of Olympia, called the attention of the Convention to document 86/29/1 CONVOCATION SEXUALITY CONFERENCE, ref page B-124) as indication that the Bishop's Commission on Youth Ministry is already involved in the request of the resolution. She urged the convocations to contact her office should they wish to become sponsors of such a conference.  
The resolution PASSED.

CR-28

ETHICS IN THE WORKPLACE

WHEREAS, our ethical concerns as committed Christians in the Diocese of Olympia extend to all work situations, and

WHEREAS, we have a responsibility to inform ourselves and take action on issues of ethics in the workplace, and

WHEREAS, as Christians we believe in the dignity of work by encouraging a sense of the importance of work and by creating an awareness of the effect of our work in the world, and

WHEREAS, we support and encourage the awareness that morality is appropriate for discussion and persuasion in the workplace,



November 8, 1986

THEREFORE BE IT RESOLVED, that we will strive to practice our faith in the workplace through good will, practices of self-esteem and through respect and support for our fellow workers, and further,

BE IT RESOLVED, that this Convention of the Episcopal Diocese of Olympia direct the Personnel Commission to examine employment practices in our own church and thereby provide a model of ethics in the workplace, and further,

BE IT RESOLVED, that the Social Action Commission of the Diocese make available through the Diocesan Resource Center a variety of resources on the practice of ethics in the workplace, including Biblical references, speakers, and written and audio-visual materials.

AMENDMENT

The resolution was moved and seconded. Amendment moved, seconded and PASSED to insert, "in the Diocese of Olympia and on the level of local congregations" in the second resolve between "in" and "and" - deleting the words "own church". Amendment PASSED.

Resolution PASSED as amended by a vote of 139 in favor, 136 opposed.

AMENDED SECTION READS:

BE IT RESOLVED, that this Convention of the Episcopal Diocese of Olympia direct the Personnel Commission to examine employment practices in the Diocese of Olympia and on the level of local congregations and thereby provide a model of ethics in the workplace, and further,

CR-29

Resolution VIOLENCE IN THE HOME was moved and seconded.

AMENDMENT

Amendment moved and seconded to re-arrange wording of the first resolve clause to read: "...to provide education and training in the problems, prevention, and solutions of child abuse and family violence, which shall be mandatory for all clergy of the Diocese."

Agenda Items

November 8, 1986

AMENDMENT TO  
AMENDMENT

Moved and seconded to eliminate the word "Mandatory" and substitute the words "to be made available to all clergy other people." AMENDMENT TO THE AMENDMENT FAILED.

The amendment PASSED.

AMENDMENT

Amendment to add to the resolve clause the words "the cost of such training will not be levied to the individual clergy". The amendment was moved, seconded and PASSED.

Motion to table was made, seconded and FAILED.

Motion to terminate debate was moved, seconded and PASSED.

Resolution was PASSED as amended.

VIOLENCE IN THE HOME

WHEREAS, one out of every three females and one out of every six males are sexually abused before reaching the age of eighteen; and sixty percent (60%) of all couples who cohabit (including both married and unmarried couples) experience physical violence from one or the other of the partners at sometime in their relationship, and

WHEREAS, sexual abuse and violence in the family exists in all segments of our society, irrespective of racial, economic, cultural, social, or religious context; and such abuse and violence is destructive to human life and to the dignity of the person and is totally unacceptable to the Christian community, of which this diocese is a part and,

WHEREAS, such abuse and violence has been protected and perpetuated by a cloak of silence, for which the church must bear some responsibility, and

WHEREAS, clergy are often sought out by victims of child abuse and family violence and/or by other family members seeking help, counsel and/or sanctuary,

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THEREFORE BE IT RESOLVED, that this convention request that the Bishop of Olympia and the Board of the Clergy Association of the Diocese of Olympia, in concert with the Human Needs Council and the Committee on Pastoral and Hospital Chaplaincy, develop a program, including necessary funding, to provide mandatory education and training in the problems, prevention, and solutions of child abuse and family violence; which shall be mandatory for all clergy of the Diocese; and further to provide a means by which the people of this Diocese can readily access the programs addressing this problem, developed by the Human Needs Council and the committee on Pastoral and Hospital Chaplaincy, and further, the cost of the training will not be levied to the individual clergy.

BE IT RESOLVED, that if 1987 budgetary limitations prevent the development and implementation of these programs in 1987, that such necessary funding be included in the preparation of the 1988 Diocesan Budget.

CR-30

VIOLENCE IN OUR CULTURE - HANDGUNS

WHEREAS, the United States has the highest percentage of deaths by handguns in the world, and

WHEREAS, easy availability of handguns increases the incidence of accidental death and injury,

THEREFORE BE IT RESOLVED, that this convention direct the Secretary of the Convention to draft a letter to Washington State's United States Senators and Representatives and to President Reagan to strongly urge national legislation to limit the availability of handguns.

Resolution was moved and seconded. Motion to terminate debate was moved, seconded and PASSED.

Resolution PASSED 152 in favor, 109 against.

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CR-31

VIOLENCE IN OUR CULTURE. moved and seconded.

WHEREAS, the church bears a message of healing and reconciliation to all people, and

WHEREAS, the use of violence is in conflict with the sovereignty of Jesus Christ, and

WHEREAS, nonviolent alternatives to conflict and struggle can be used effectively,

BE IT RESOLVED, that the Episcopal Diocese of Olympia plan and/or publicize conferences and training in conflict resolution and peacemaking for adults, youth and children through its appropriate departments and commissions, such as the departments of education, youth ministry, and the human needs commissions, and further,

BE IT RESOLVED, that resources and a training session in conflict resolution be presented at the 1987 Warden's Conference by the Coordinator of Human Needs and/or another appropriate designee, and further,

BE IT RESOLVED, that the Coordinator of Human Needs make available educational resources on conflict resolution and peacemaking for use by all members of the diocese through the Diocesan Resource Center.

Resolution was moved, seconded and PASSED.

TELLERS  
REPORTS

The Secretary reported on the ballots.

STANDING COMMITTEE (4 year)

<u>Lay Order</u>	<u>Ballots cast</u>	287
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Mr. Howard Bartlett	143
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Mrs. Ruth Schmidt	144
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MRS RUTH SCHMIDT WAS ELECTED

The special election for a two year term on the Standing Committee produced the following ballot results:

STANDING COMMITTEE ( Special Election)

	<u>Clerical Order</u>	<u>Lay Order</u>
	77 cast	285 cast
	39 to elect	143 to elect
The Rev. Douglas Hadley	4	27
The Rev. John Schaeffer	5	24
The Rev. Robert Dunn	6	4
The Rev. Reginald Butt	7	23
The Rev. Peter Moore	25	13
The Rev. Canon Berkedal	30	194

Motion made, seconded to suspend the rules of Convention to vote for Standing Committee two year term by acclamation.

Convention voted to SUSPEND.

Vote by acclamation in each order PASSED and THE REV. CARLA BERKEDAL ELECTED TO A TWO YEAR TERM TO THE STANDING COMMITTEE TO END IN 1988

Lucy Thompson, All Saints, Seattle, moved the adjournment of Convention. The motion was seconded.

The Secretary read the announcements.  
The Convention sang Hymn # 304 "I come with Joy to meet my Lord".

ADJOURNMENT


The Bishop dismissed the Convention with the blessing.

The Bishop declared the Convention adjourned.

CERTIFIED:



Paul E. Langpaap, D.D.  
Secretary of Convention



Robert Hume Cochrane, D.D.  
Bishop of Olympia

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November 7 - 8, 1986

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## 1986 CONVENTION COMMITTEES

86/3

### Committee on Convention

Miss Mary Drew, Chair, St. Paul, Seattle  
The Venerable Paul E. Langpaap, Archdeacon of Olympia  
Mr. Willard Wright, Epiphany, Seattle  
The Reverend David Heaney, St. Barnabas, Bainbridge Island  
The Reverend John Schaeffer, St. Luke, Renton  
The Reverend Stephen Garratt, St. Stephen, Seattle  
The Reverend Ralph Stewart, St. John the Baptist, Seattle

### Constitution and Canons

Mr. Willard Wright, Chair, St. Marks Cathedral, Seattle  
The Reverend Stanley Fowler, St. Andrew, Seattle  
Mrs. Marian Haviland, Emmanuel, Mercer Island  
The Reverend Donald Maddux, St. David of Wales, Shelton  
Mr. DeWitt Williams, Chancellor, St. Stephen, Seattle  
Mr. Douglas S. Oles, Church of the Redeemer, Kenmore

### Committee on Resolutions

The Reverend David Heaney, Chair, St. Barnabas, Bainbridge Is  
Mr. Dick Swanson, St. Barnabas, Bainbridge Island  
The Reverend John Fergusson, Church of the Redeemer, Kenmore  
Mrs. Gwen Wrede, St. Andrew, Seattle

### Committee on Nominations

The Reverend John Schaeffer, Chair, St. Luke, Renton  
The Reverend David W. Close, St. James, Sedro-Woolley  
Mrs. Tovi Harris, St. James, Kent  
The Reverend Peter C. Moore, St. Paul, Seattle  
Mrs. Linda Reys, St. Stephens, Oak Harbor  
Mr. Francis Smith, St. Luke, Renton

### Committee on Dispatch of Business

Miss Mary Drew, Chair, St. Paul, Seattle  
The Reverend Charles Atcheson, Holy Cross, Redmond  
Mrs. Shirley Henning, St. John, Kirkland  
Mr. Carl Knirk, St. John the Baptist, Seattle  
The Reverend John Lambert, Church of the Resurrection,  
Bellevue

### Committee on Privilege

The Reverend Stephen Garratt, Chair, St. Stephen, Seattle  
Mrs. Connie Leonard, Church of the Ascension, Seattle  
Mr. John Matsumoto, St. Peter, Seattle

Admission of New Parishes and Missions

The Reverend Ralph Stewart, Chair, St. John the Baptist,  
Seattle  
Mrs. Phylliss Gill, St. John, Gig Harbor  
Mr. Walter Hansen, Church of the Resurrection, Bellevue

The Trial Court

The Reverend Canon William Forbes, Chair  
The Reverend Susan Creighton, St. Margaret, Seattle  
The Reverend John P. Gorsuch, St. Marks Cathedral  
The Honorable George E. Revelle, St. Marks Cathedral  
The Honorable Hardyn B. Soule, St. Luke, Sequim  
The Honorable Eugene A. Wright, St. Stephen, Seattle  
The Honorable Stanley Taylor, St. Andrew, Port Angeles

The Cathedral Chapter

The Bishop, The Right Reverend Robert H. Cochrane  
The Dean,  
President of Standing Committee, The Ven. Robert Christie  
The Chancellor of the Diocese, Mr. DeWitt Williams  
The Chancellor of the Cathedral, Mr. J. Vernon Williams  
From St. Marks Parish:  
Dr. Marjorie E. Anderson  
Ms. Jean Lee  
Mr. Ken Munson  
Mr. Ross Radley  
Elected by Convention:  
Mr. William Berge  
The Reverend Charles A. Forbes, Jr.  
The Reverend Stephen J. Gehrig  
Mr. Mel Matteson  
The Reverend Mark J. Miller  
Mrs. Andrea Williams

Commission on Architecture

The Venerable Paul E. Langpaap, Archdeacon of Olympia  
Mr. Michael M. E. Chang, Emmanuel, Mercer Island  
Mr. Austin Grant, Christ Church, Seattle  
Canon Peter Hallock, St. Marks Cathedral, Seattle  
Mr. R.D. Melim, St. Barnabas, Bainbridge Island  
Mr. James Perry, St. Michael and All Angels', Issaquah  
The Reverend Ralph R. Stewart, St. John the Baptist  
Mr. Gary Tisdale, St. John the Baptist, Seattle  
The Reverend L. Walter Truitt, St. Paul, Port Townsend  
Mr. Lawrence Waldron, Emmanuel, Mercer Island

Committee on Evaluation

The Reverend Stephen Gehrig, Chair, Holy Spirit, Vashon  
Mrs. Sally Bjerklie, St. George, Seattle  
Mr. Fred Fogg, Epiphany, Seattle  
Mrs. Barbara Fox, Church of the Holy Cross, Redmond  
Mrs. Wanda Haas, St. Philip, Marysville  
Mr. Vernon Jones, St. Paul, Port Townsend  
The Reverend George King, St. Luke, Tacoma  
The Reverend John Mann, St. Peter, Seaview  
Ms. Lilyan Snow, Emmanuel, Mercer Island

Personnel Commission

Mr. Richard G. Phelps, Chair, Emmanuel, Mercer Island  
Mr. David Amundsen, Emmanuel, Mercer Island  
The Reverend David Heaney, St. Barnabas, Bainbridge Is.  
Ms. Elaine Meaker, St. Marks Cathedral, Seattle  
The Reverend Allan C. Parker, Jr., Trinity, Seattle  
Ms. Mary Simpson, St. Marks Cathedral, Seattle  
The Reverend Kenneth M. Snyder, St. Columba, Des Moines

Report to Convention, 1986  
COMMISSION ON PERSONNEL  
 Diocese of Olympia

The Commission on Personnel addressed the following issues during the year:

- I Diocesan staff compensation schedules
- II Clergy Compensation schedules
- III Salaries of Bishop and Treasurer
- IV Clergy/vestry evaluation
- V Personnel manual for diocesan employees

I DIOCESAN STAFF COMPENSATION SCHEDULES

The Commission on Personnel addressed diocesan staff compensation separately from compensation recommendations for clergy, and in separate time frames.

The Chairman of the Commission on Personnel, early in 1986, advised the Diocesan Council that 3% should be used as a best, preliminary estimate for budget planning purposes. It was also communicated that this figure would be either confirmed or changed later in the year if more current factors indicated a need for an adjusted figure.

The Commission decided to produce its recommendations on March 1 for Diocesan staff and on September 1 for clergy.

The 3% compensation increase figure was confirmed by the Commission for Diocesan staff, reported to Council during the second week of May, 1986, and is reflected in APPENDIX A to this report

II CLERGY COMPENSATION SCHEDULES

The Commission on Personnel decided that to best serve the interests and purposes of the congregations, the recommendation for clergy compensation should be made as close to the time of implementation as possible, consistent with the lead time required for reporting to convention.

The Commission also recognizes that percentage adjustments recommended for Diocesan staff and clergy salary scales may not always be identical, given the time lines and differences in factors to be considered for the two, separate salary scales.

86/13/2

The Commission recommends a 3% increase in compensation for clergy for the year 1987. This recommendation was given to Council in September of 1986 and is reflected in APPENDIX A to this report.

The 3% recommendation is identical to the trial figure proposed earlier in the year for budget planning purposes. However, the Commission wishes to report that this recommendation is based upon evaluation and deliberation by the Commission throughout the year. The Commission on Personnel arrived at this recommendation through an evaluation of current compensation practices in business and industry, and the Consumer Price Index, and other related factors. The Consumer Price Index was not the driving consideration for this recommendation.

#### II-A. HOUSING AND UTILITIES ADJUSTMENTS

In regard to the administration of housing and utilities adjustments for church-owned housing provided to clergy, the Commission examined documents and reports for the period of 1980 to 1985 and concluded that:

1. The policy of the diocese as adopted by Convention in 1980 clearly included a provision that the value of utilities should be deducted from the stated compensation to determine the cash stipend paid to clergy who are provided with church-owned housing.
2. Publication of implementation policies (printed at the bottom of each year's Clergy Compensation Schedule) failed to include deduction of the value of utilities as an item to be considered. However, the original policy has never been amended by Convention action.
3. Failure to make this adjustment results in a pension base higher for clergy living in church-owned housing.

The Commission on Personnel recommends that this policy be reinstated and that affected clergy be advised.

#### III SALARIES OF BISHOP AND TREASURER

The Commission recommends that the salaries of Bishop and Treasurer for 1987 be established at the mid-point of the rate ranges for Grades 16 and 14, respectively, reflecting the 3% increase incorporated into APPENDIX A to this report.

IV CLERGY VESTRY EVALUATION

The clergy/vestry evaluation system, after a careful process of selection of congregations of various sizes and attributes, is now being pilot tested.

The Commission proposed to 1985 Convention that a system be designed and pilot tested that is based upon the "mutual expectations" between clergy and vestry, based upon their goals and values. This process is unique. Its likelihood for success depends upon a willingness to participate, and a congregation with few problems. Congregations interested in pursuing this evaluation process must be alerted that such a system will not be effective in congregations that have big problems, and it will not be effective as a tool if used as an attempt to solve existing, serious problems.

Since the purpose of the pilot testing is to evaluate the structure and parts of the clergy/vestry evaluation system, further description in this report would serve no purpose.

V PERSONNEL MANUAL FOR DIOCESAN EMPLOYEES

Several improvements have been made to the personnel manual for Diocesan employees. These improvements are on-going efforts to assure that the manual is clear, the policies fair to all employees, and that personnel practices are consistent with labor laws and modern administration practices.

Among the issues addressed and improved in the manual are those covering:

- . use of compensatory time
- . approval for use of compensatory time
- . volunteer time by employees
- . compliance with wage and hour laws

Richard G. Phelps, Chairman  
Commission on Personnel

Appendix A  
Part I

CLERGY

<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
A	\$ 37,310	\$ 46,640	\$ 55,965
B	33,920	42,395	50,870
C	30,835	38,545	46,250
D	28,030	35,040	42,050
E	25,485	31,860	38,230



### Application Policies:

1. If housing is provided, range is reduced by 20%.
2. Clergy must be paid at least the minimum of the applicable range.
3. Priests with total experience in ministry of ten years or more must be paid at least \$31,860.
4. Priests with five or more years in the same grade or parish must be paid at least 90% of the mid-point of the applicable range.
5. Priests with ten or more years in the same grade or parish must be paid at least 100% of the mid-point of the applicable range.
6. Exceptions to these policies require approval of the Bishop.
7. All employment agreements with clergy must be rewritten or amended to reflect changes in compensation or other provisions and a copy must be forwarded to the Bishop.

### Proposed 1987 Salary Range

### Appendix A Part II

#### Diocesan Staff

<u>Grade</u>	<u>Minimum</u>	<u>Mid-point</u>	<u>Maximum</u>
16	\$ 45,195	\$ 60,255	\$ 75,315
15	38,545	48,235	57,925
14	33,195	41,445	49,700
13	30,630	35,980	41,325
12	26,625	31,300	35,980
11	23,730	27,955	32,175
10	21,270	25,070	28,870
—			
7	18,385	21,620	24,855
6	16,605	19,500	22,390
5	15,040	17,715	20,395
4	14,150	16,265	18,375
3	13,040	15,040	17,035
2	12,485	13,825	15,160
1	11,475	12,700	13,925

To: The 76th Annual Convention of the Diocese of Olympia  
From: Richard A. Gadsden, Vice President, Diocesan Council  
Subject: COUNCIL'S ANNUAL REPORT TO CONVENTION

My brothers and sisters in Christ Jesus, the 1986 Diocesan Council submits to you a report of our activities since last we met.

I would like to take a moment to thank eighteen outstanding people for all of their hard work and commitment during the past year.

Four Council members are completing their four year terms:

The Rev. Robert Dunn (Overlake)  
Dr. Michael Evans (Seattle South)  
The Rev. Norman Johns, III (Peninsula)  
Mr. Matt Maury (South King)

Members with one year remaining:

The Rev. Michael Creighton (Seattle North)  
Mr. Richard Gadsden (South King) - Vice President  
Mrs. Doreen Miller (Southern) - Secretary of Council  
Mrs. Patricia Walker (Seattle South)

Members with two years remaining:

The Rev. Edward Leche (Northern)  
Mr. Clifford Flanary (Northern)  
Mr. John Marshall (Pierce)  
Mrs. Constance Moorehead (Seattle South)

Members with three years remaining:

The Rev. James Blundell (Central)  
Mr. Douglas Oles (Seattle North)  
Mrs. Carol LaBelle (Central)  
Mrs. Mary O. Haller (South King)

In addition to the sixteen people listed above, who have either been elected by Convention or appointed by the Bishop, there are two additional members: The President of Council is, of course, the Bishop; and, a second ex-officio member, also with seat, voice and vote, is the President of the Standing Committee. Since the Standing Committee elects its president for a one year term this Council member position also changes annually. This year's Standing Committee President is The Ven. Robert Christie of the Southern Convocation. We wish to thank Father Christie for his service on Council this past year.

All of the people listed above are volunteers. We come together to do the Lord's work the fourth Thursday of each month, to have discussions, the time to deliberate and make the decisions needed to move this Diocese forward to the greater Glory of God.

86/14/2

We begin our work each year at the Annual Get-Away in December. This last year it was held at Huston Center, December 5-7, 1985. The meeting began Thursday evening with the opening sentences of the Eucharist and continued through the weekend closing late Saturday morning with the Great Celebration. The over-all purpose of the weekend is to:

- Welcome and orient new members
- Become better acquainted with each other as a Council
- Plan for the work of the Council in the immediate year
- Look ahead to work the Council will need to emphasize and target in '87, '88, '89

We started our weekend looking back at Convention 1985 and at the actions of Convention needing response and action in the coming year. As we worked and grew during the weekend we developed three major program priorities for 1986. Those priorities are as follows:

- 1) Mission extension and development
- 2) Ministries to non-parochial populations
- 3) Task force on ministry

As we have lived through this last year it has become very clear to us, that with reduced assessment income, there would be very little money available for mission extension. That does not mean that it is not a priority for us.

As we started the year, hearing the Convention's concern about the special ministries that were removed from the 1986 Program Budget, the Council formed a task force of its members to study ministries to non-parochial populations in this Diocese. The task force, chaired by Mrs. Patricia Walker, worked through the year making monthly reports and making its final report to Council at our August meeting.

The Task Force on Ministry Report is, and will be, an important document in the life of the Diocese for years to come. The Standing Committee and the Commission on Ministry will have the major responsibility of implementation of the report. Council does have the responsibility of any program recommendations coming from the Standing Committee and Commission on Ministry. We took the first steps, by supporting the Dean of The School of Theology of the Diocese, as reflected in the 1987 Budget request.

At its monthly meetings Council heard presentations from many program areas of the Diocese. We have heard from the Human Needs Coordinator, Refugee Resettlement Program, The Evaluation Committee, and the Secretary of Convention.

86/14/3

Each of the Convocations have at least one Council representative who should be at their Convocation meetings. I have made an effort to be at every Convocation at least once throughout the year, and I have missed only one Convocation....I extend my apology to the Southern Convocation.

In closing this report of Council, I wish to let you know that your Council is about the work of Convention and the Diocese, and is making every effort to be responsive to your input and to the Convocations as they pass resolutions to us. We extend an invitation to each of you to visit us at our monthly meetings whenever possible.

In His Love and Service

Richard A. Gadsden  
for the Diocesan Council

## Narrative to the Proposed 1987 Budget

The proposed 1987 budget has not been an easy budget to develop. Much time, thought and study have gone into its preparation. One reality that had to be faced is the fact that income available to the Diocese for budget funding is decreasing, while at the same time the costs of maintaining existing programs and the number of requests for funding new programs are increasing.

Both the 1986 and the proposed 1987 budgets are significantly lower than the budget for 1985. This is the result of the reduction in the assessment factor from 23.55% to 20% over this period of time, and the fact that congregations are consequently contributing a smaller proportion of their operating income toward the funding of the diocesan program budget.

One example of increased costs is the National Church apportionment. The apportionment, which is this diocese's share of the national church budget, is based on the net disposable income of the congregations, not on the income available to the Diocese. In 1985 the apportionment was \$284,000. In 1987 it will be \$343,000 - an increase of \$59,000 or 20.77%. The apportionment represented 15.3% of the 1985 total budget of \$1,846,956. Next year, 1987, the apportionment will take 18.8% of the total funding of \$1,820,906, a proportionate 3.5% increased share in a budget that has decreased 1.4% since 1985. The apportionment is higher, but the Diocese has less money from which to pay it.

A summary of the funding for the three budget years 1985, 1986, and 1987 is shown at the top of the first page of the draft proposed budget for 1987. From this summary it will be noted that funding from all sources available for the proposed 1987 budget is \$75,782 higher than the funding for the current year, a relatively modest increase. This \$75,782 is the only money available to meet increased costs of current programs, and any requests for new program funding.

A number of these requests for new or increased funding from the additional income have already been received. The 1985 Diocesan Convention had voted to restore the staff position for a half-time Hospital Chaplaincies Coordinator. There is an increase of \$23,000 in the National Church Apportionment, plus other similar increases for the Province VIII and General Convention program support, as well as sizeable increases in liability and other insurance premiums. Additionally, the Council and program staff had unanimously expressed as an objective that the missionary program of the Diocese be given top priority in the 1987 program. There was also concern that more staff support be given to the six Human Need and Social Action committees, by increasing the hours of the part-time coordinator over the eight hours a week funded in the current budget.

Put together very conservatively, all these projected 1987 budget increases amount to a total of \$107,427. With only \$75,782 in additional income to meet the costs, the shortage of \$30,645 had to be made up by reducing other areas of program in a corresponding amount. This was a difficult task, because all of these programs are important to the total ministry of this diocese.

One pre-planned reduction of \$6,000 could be applied towards the total needed. This is budget item #1008 - Faith Home, whose grant in 1987 will be funded at \$6,000, the third and final installment of a three-year diminishing capital grant of \$25,000 in 1985, \$12,000 in 1986, and \$6,000 in 1987. The basis for the reductions which comprise the remaining \$24,645 was a comparison of the levels of the 1985 expenditures of each program against their budget allowance for that year. This is not the most satisfactory way to decide whether or not a cut should be made in any program, but it seemed to be the best in the prevailing circumstances.

## Narrative to the Proposed 1987 Budget

Every one of the increases and reductions in the proposed 1987 budget have been listed on Worksheet A. These are the only areas in the budget where increases or decreases have been made. All other budget items are funded on the same level as 1986, and in some cases this really represents a reduction. This is especially so in the case of budget items #6050, the Diocesan House plant operation, and #6060, the Diocesan Office and Central Services. With rate increases projected for all utilities, and an increase of over 20% in bulk mail costs, to stay at the same level of funding in reality is a decrease.

The proposed budget for 1987 increases support to the congregations by 6.4%; it restores the Hospital Chaplaincies Coordinator at a half-time level; it increases the hours of the coordinator for Human Need and Social Action committees from eight hours a week to twenty hours; and upgrades the staff positions for both Youth Director and Director of Diocesan School of Theology from Grade 11 to Grade 12. A request for \$15,900 from a newly organized congregational network to look at providing ministries on their local college campuses has been met at \$15,000. No requests other than these had been received at the time the budget was developed (although others were in process of transmittal) and all requests have been incorporated into the proposed budget. It has been possible to maintain the level of support for the other programs to enable them to function as effectively in the future as they have done in the past. This is a budget with integrity, reflecting the goals of the Vision Statement of the Diocese, and the commitment of its people to witness to Christ's love.



86/15/3

CHANGES IN 1986/87 BUDGETSWORKSHEET A

<u>BUDGET ITEM</u>	<u>1986</u>	<u>1987</u>	<u>INCREASES</u>	<u>DECREASES</u>
1000 Human Needs Block	22,600	22,000		600
1008 Faith Home	12,000	6,000		6,000
2000 Missions/Congregations S/T	343,000	364,925	21,925	
2100 Higher Education	15,082	15,000		82
2120 Maritime Ministry	3,000	2,000		1,000
2141 Refugee Ministry	2,000	5,000	3,000	
2142 Cambodian Ministry	10,000	-0- (Incl. in 2011)		10,000
3060 Evangelism	2,000	1,000		1,000
4010 Comm. on Ministry	2,000	1,800		200
4020 Ecumenical Rel. Comm.	2,500	2,000		500
4050 TV Eucharist	9,600	9,000		600
4090 Olympia Churchman	44,000	43,000		1,000
4100 Communications	500	700	200	
4120 Standing Committee	-0-	650	650	
5010 Convention	9,000	8,000		1,000
5020 Diocesan Council Mileage	3,000	2,700		300
5050 National Church Quota	320,000	343,000	23,000	
5060 Genl. Conv. Assessment	19,238	19,593	355	
5080 Province VIII Quota	9,661	10,118	457	
5090 Directors & Officers' Liability Insurance	3,600	4,500	900	
6020 Contingency	8,544	7,224		1,320
6030 Diocesan Staff Mileage	13,000	12,000		1,000
7011 Public Liability Insurance	18,936	23,670	4,734	
7012 Blanket Commercial Bond (Fidelity Insurance)	1,600	1,840	240	
7013 Special Events Insurance	1,200	1,500	300	
7014 Non-owned Auto Insurance	1,920	2,208	288	
7015 Medicare Supplement Insurance	36,300	37,789	1,489	
7020 Committee/Commission Mileage	10,000	8,000		2,000
7310 Cathedral Chapter - St. Mark's M&R	36,442	39,033	2,591	
7330 Assessment Shortfall	15,000	10,617		4,383
8000 Staffing	586,853	633,491	46,638	
	1,562,576	1,638,358	106,767	30,985

## DIOCESE OF OLYMPIA: 1987 PROPOSED BUDGET

86/15/4

Assessment Factor: 23.55%

20.3%

20.0%

## FUNDING SOURCES

	1985 Admin.	1986 Admin.	1987	Inc./(Dec.) over 1986	% Inc. or (Dec.) over 1986	% Inc. or (Dec.) over 1985
Congregational Assessments	\$ 1,715,956	\$ 1,600,261	\$ 1,654,608	\$ 54,347	3.39%	(3.57%)
Endowment and Other Income	131,000	131,000*	126,477	(4,523)		
Prior Years' Budget Surplus	-0-	13,863	39,821	25,958		
	\$ 1,846,956	\$ 1,745,124	\$ 1,820,906	\$ 75,782	4.34%	(1.41%)

## 1987 PROPOSED BUDGET

## OBJ. I - MINISTRY TO HUMAN NEED

	1985 Admin.	1985 Disbursed	1986 Admin.	1st Draft 1987 (3-20-86)	2nd Draft 1987	Notes
1000 Commission on Human Need	\$ 22,775	\$ 16,858	\$ 7,850	\$ 6,050		
1001 Commission on Social Action			3,150	3,250		
1002 Commission on Hunger			2,800	3,100		
1003 Commission on Aging			1,500	1,500		
1004 Commission on Alcoholism			5,000	6,000		
1006 Northwest Harvest			500	500		
1007 Disabled Persons Ministry			1,800	1,600		
S/T Human Need	\$ 22,775	\$ 16,858	\$ 22,600	\$ 22,000		
1008 Faith Home: Capital Grant	25,000	25,000	12,000	6,000		
TOTAL - OBJECTIVE I	\$ 47,775	\$ 41,858	\$ 34,600	\$ 28,000		

#1008 - 3rd and last installment of  
a 3-year diminishing capital grant

OBJ. II - DIOCESAN MINISTRIES		1985 Admin.	1985 Disbursed	1986 Admin.	1st Draft 1987 (3-20-86)	2nd Draft 1987	Notes
2000	Congregations						
2010	Grants to Mission Congregations	\$ 299,000	\$ 298,979	\$ 300,000	\$ 285,000		1985-86 included in Item 2142
2011	Cambodian Work: Holy Family of Jesus				15,000		Half-time ministry Grade E
2012	Pike Market Ministry (1986: #2040)				19,600		Full-time ministry Grade E
2013	New Mission Work (1986: #2050)				29,000		
	S/T				348,600		
2015	Economic Aid for Parishes	30,000	30,900	32,000	15,000		
2018	Mission Development Conference and Commission Resources						
	S/T	329,000	329,879	332,000	1,325		New item 1987
2020	Research and Development	2,000	2,000	-0-	364,925		
2030	Clergy Moving Expense	5,000	3,936	4,500			
2040	Pike Market Ministry	6,600	6,600	6,500			1987: Budget Item 2012
2050	New Mission Funding	22,500	22,500	-0-			1987: Budget Item 2013
	Sub-Total Congregations	365,100	364,915	343,000	364,925		
2100	Non-Parochial Populations						
2110	Ministry in Higher Education	550	550				#2113 - 1986 only:
2111	Program Discretionary Fund, UW	400	400				\$1,200 to Ecumenical CCM - UW
2112	Program Discretionary Fund, WWU	9,500	9,500	10,100	9,500		\$8,900 to Christ Church, Seattle
2113	Campus Christian Ministry UW	4,500	4,500	500	3,500		for CCM
2114	Campus Christian Ministry WWU	500	-0-	1,000	500		
2115	Evergreen State College	500	500	1,000	500		
2116	Skagit Valley College	2,400	Gift (\$)	482	500		
2117	Commission Program Expense	-0-	-0-	2,000	500		
2118	UPS/PLU	18,350	15,445	15,082	15,000		
	Sub-Total Higher Education	6,000	6,000	500	500		
2120	Maritime Ministry	500	-0-	500	-0-		
2121	Puget Sound Waterfront Ministry	500	500	500	500		
2122	Tacoma Waterfront Ministry	500	500	500	500		
2123	Vancouver Waterfront Ministry	500	500	1,500	1,000		
2124	Other Ports - Waterfront Ministry			3,000	2,000		
	Sub-Total Waterfront Ministry	7,000	6,500				
2130	Hospital Ministries Coordinating Committee	2,100	1,967	1,000	1,000		

	1985		1985	1986	1st Draft	2nd Draft	Notes
	Admin.	Disbursed	Admin.	(3-20-86)	1987	1987	
2140 Ministry to Refugees							
2141 Refugee Resettlement, General	5,000	5,000	2,000	5,000			
2142 Cambodian Ministry	10,000	10,000	10,000				
Sub-Total Non-Parochial Populations	42,450	38,912		31,082	23,000		1987: Budget Item 2011
TOTAL - OBJECTIVE II	\$ 407,550	\$ 403,827		\$ 374,082	\$ 387,925		
OBJ. III - RESOURCES & TRAINING FOR MINISTRY							
3010 Commission on Youth Ministries	\$ 6,750	\$ 6,750	\$ 6,750	\$ 6,750	\$ 6,850		A Block Grant of \$26,250 allocated to Resources & Training for Ministry was negotiated by the program units comprising the program objective. The figures shown for each program unit are those mutually agreed upon by the member units.
3020 Commission on Education	9,000	8,791		8,000	8,000		
3030 Training & Consultative Services	6,000	6,016		5,000	5,000		
3050 Diocesan Resource Center	3,000	2,815		2,000	2,000		
3060 Commission on Evangelism	3,750	368		2,000	900		
3070 Commission on Liturgy & Music	3,000	2,055		2,000	2,000		
3080 Commission on Stewardship	1,536	1,110		1,500	1,500		
TOTAL - OBJECTIVE III	\$ 33,036	\$ 27,905		\$ 27,250	\$ 26,250		
OBJ. IV - MINISTRY OF THE DIOCESE							
4010 Commission on Ministry	\$ 3,000	\$ 1,630	\$ 2,000	\$ 2,000	\$ 1,800		Requested for 1987: \$7,600
4020 Commission on Ecumenical Relations	2,150	2,109		2,500	2,000		
4030 Washington Association of Churches	5,525	5,525		6,000	6,000		
4040 Religious Broadcasting Corporation	4,500	4,500					
4050 Cathedral Chapter: TV Eucharist	9,600	9,279		9,600	9,000		
4060 Cathedral Chapter Program	1,500	1,325		1,000	1,000		
4070 Anglican Meeting Expense	600	600		600	600		
4080 Clergy Residency Program	16,000	16,000		-0-	-0-		
4090 The Olympia Churchman	43,500	42,272		44,000	43,000		
4100 Commission on Communications	1,000	800		500	700		
4110 Episcopal Transition Reserve	8,000	8,000		10,000	10,000		
4120 Standing Committee	1,200	627		-0-	650		
TOTAL - OBJECTIVE IV	\$ 96,575	\$ 92,667		\$ 76,200	\$ 74,750		

	1985 Admin.	1985 Disbursed	1986 Admin.	1st Draft 1987 (3-20-86)	2nd Draft 1987	86/15/7	Notes
<b>OBJ. V - MINISTRY OF LEADERSHIP</b>							
5010 Committee on Convention	\$ 9,000	\$ 7,840	\$ 9,000	\$ 8,000			
5020 Diocesan Council Mileage & Meeting Expense	2,500	2,266	3,000	2,700			
5050 National Church Apportionment	284,000	254,000	320,000	343,000			
5060 General Convention Assessment	19,951	19,951	19,238	19,593			
5070 General Convention Deputies Reserve	3,600	3,600	3,600	3,600			
5080 Province VIII Quota	9,065	9,065	9,661	10,118			
5090 Directors & Officers' Liability Insurance	3,600	3,600	3,600	4,500			
<b>TOTAL - OBJECTIVE V</b>	<b>\$ 331,716</b>	<b>\$ 330,322</b>	<b>\$ 368,099</b>	<b>\$ 391,511</b>			
<b>OBJ. VI - MINISTRY OF ADMINISTRATION</b>							
6020 Contingency Reserve	\$ 11,103	\$ 7,760	\$ 8,544	\$ 7,224			
6030 Diocesan Staff Travel & Meeting Expense	13,500	11,053	13,000	12,000			
6050 Diocesan House Plant Operation	38,107	36,513	40,898	40,898			
6060 Diocesan Office & Central Services	51,300	51,168	52,000	52,000			
6070 Auditor's Fee: General Operating Account	5,000	4,900	6,000	6,000			
<b>TOTAL - OBJECTIVE VI</b>	<b>\$ 119,010</b>	<b>\$ 111,394</b>	<b>\$ 120,442</b>	<b>\$ 118,122</b>			

Includes 3% salary and benefits increase + 10% utilities.  
Includes Bulk Mail increase 21%.

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OBJ. VII - SERVICES TO DIOCESAN CONGREGATIONS		1985 Admin.	1985 Disbursed	1986 Admin.	1st Draft 1987 (3-20-86)	2nd Draft 1987	Notes
7010	Insurance Services, Corporate & Congregational						
7011	Public Liability Insurance	\$ 18,656	\$ 18,936	\$ 18,936	\$ 23,670		25% Premium increase
7012	Blanket Commercial Bond	2,300	1,593	1,600	1,840		12% Premium increase
7013	Special Events Insurance	2,350	1,156	1,200	1,500		22% Premium increase
7014	Non-owned Auto Insurance	2,112	1,920	1,920	2,208		15% Premium increase
7015	Medicare Supplementary Insurance:						
	Retired Clergy & Lay	27,636	27,636	36,300	37,789		8% Premium increase
	S/T Insurances	52,954	51,241	59,956	67,007		
7020	Committee/Commission Mileage & Meeting Expense	10,000	6,498	10,000	8,000		
7100	Conference & Camping Center Commission						
7101	Huston Conference Center	27,000	39,930	27,000	27,000		
7200	St. Andrew's House	8,000	7,887	8,000	8,000		
7310	Cathedral Chapter: Subsidy, St. Mark's Maintenance & Repair	37,378	37,378	36,442	39,033		
7320	Diocesan Archives: Program Support	1,200	1,190	1,200	1,200		
7330	Reserve for Assessment Shortfall	15,000		15,000	10,617		
	TOTAL - OBJECTIVE VII	\$ 151,532	\$ 144,125	\$ 157,598	\$ 160,857		



		1985	1985	1986	1987	Notes
		Admin.	Disbursed	Admin.	(3-20-86)	
<u>OBJ. VIII - STAFFING FOR MINISTRY</u>						
8000 Salaries						
8100 Ministry to Human Need						
8101 Program Coordinator		\$ 4,160	\$ 4,160	\$ 4,368	\$ 13,350	Salary Increases 1986 4% Salary Increases 1987 3% 1987 Increased to half-time Gr. 12
8200 Ministries to Non-Parochial Populations						
8201 Chaplain, UW		28,600	28,600			
8202 Campus Christian Ministry, UW		6,000	3,945			
8203 Maritime Chaplain		14,612	14,612			
8204 Hospital Ministries Coordinator		7,000	7,000	-0-	13,350	1987 Half-time ministry Gr. 12 reinstated.
8300 Staffing for Missions						
8301 Diocesan Archdeacon		38,000	38,000	40,240	41,447	
8302 Regional Archdeacons (4)		8,320	8,320	8,800	9,064	Contract staff, part-time
8400 Staffing for Training & Resources						
8401 Youth Director		24,014	24,014	24,975	28,171	
8402 Education Director		30,300	30,300	31,512	32,457	
8403 Librarian (1,165 hrs.)		11,616	8,935	12,081	12,443	
8404 Dean, School of Theology (Half-time)		11,747	11,747	12,217	14,086	
8405 Clergy Residency Supervisor (Part-time)		3,000	3,000	3,000	3,000	
(Leas CRP surplus funding)				(3,000)	(3,000)	
8406 Stewardship consultant		2,000	620	2,000	1,500	
<u>S/T Salaries</u>						
		189,369	183,253	136,193	165,868	
8500 The Episcopate						
8501 The Bishop of Olympia (Housing prov.)		45,000	45,000	46,800	48,204	
8600 Ministry of Administration						
8601 Deputy for Administration		32,000	32,000	34,000	35,020	
8602 Treasurer		38,688	38,688	40,240	41,447	
8603 Assistant Treasurer		22,000	22,000	22,880	23,566	
8604 Central Services: Office Staff		169,992	161,320	157,936	165,448	Central Services Office Staff includes an Office Manager, 4 Secretaries, Receptionist, Mailroom Clerk, and a Bookkeeper/Word Processor Operator, Print Shop Operator (full-time 1985, 20 hrs. weekly 1986-87), Youth Secretary 20 hrs. weekly; and a part-time General Clerk.
8605 Archivist (Part-time)		2,100	2,086	2,400	2,472	
<u>S/T Salaries</u>		499,149	484,347	440,449	482,025	

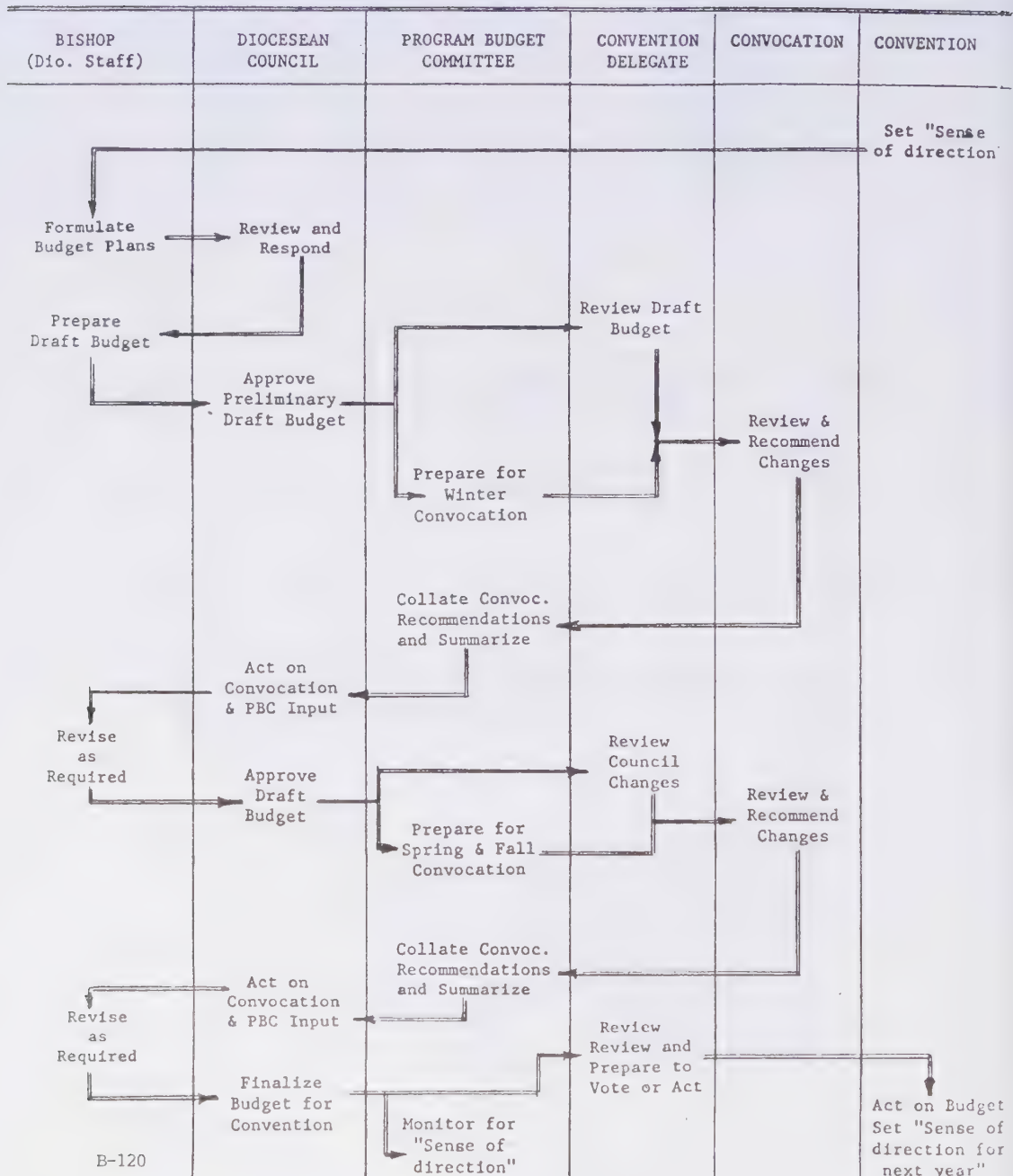
86/15/10

OBJ. VIII - STAFFING FOR MINISTRY (Continued)	1985		1987	1986		1st Draft 1987 (3-20-86)	2nd Draft 1987	Notes
	Admin.	Disbursed		Admin.	Disbursed			
8700 Bishop's Allowances, Executive Expense, & House Maintenance and Repair	17,500	17,389		17,500	17,500	17,500		
8800 Pensions & Travel: Contract Staff								
8801 Regional Archdeacons Mileage	2,500	2,918		2,500		3,000		
8802 Stewardship Consultant Mileage	250	25				250		
8803 Clergy Pensions: 4 Archdeacons & Stewardship Consultant	2,398	1,273		1,944		1,902		
8900 Pensions & Benefits: Diocesan Staff								
8901 Clergy Pension Assessments	28,433	26,318		19,123		22,059		
8902 Lay Employee Pension Premiums (Less Premiums returned)	36,152	36,152		35,738		39,226 (7,000)		
8903 Clergy & Lay Insurance Premiums: Medical, Dental, Life, Industrial								
8904 Employer's Share, Social Security Taxes	48,940	43,320		45,101		48,184		
	24,440	24,096		24,498		26,345		
S/T Allowances/Benefits	160,613	151,492		146,404		151,466		
TOTAL - OBJECTIVE VIII	\$ 659,762	\$ 635,839		\$ 586,853		\$ 633,491		
TOTAL PROGRAM BUDGET	\$ 1,846,956	\$ 1,787,937		\$ 1,745,124		\$ 1,820,906		

EVALUATION COMMITTEE  
FLOW CHART

DIOCESE OF OLYMPIA  
BUDGET PROCESS  
1986

86/17/12



## CONVOCATION SEXUALITY CONFERENCE

The Bishop's Commission on Youth Ministries has developed a weekend conference for approximately 25 young people (preferably grades 8 through 10) dealing with human sexuality and values from the church's perspective.

The staff of the conference includes eight people, each of whom has a part in the weekend:

1. Overall coordinator
  2. Principle speaker
  - \*3. Speaker on dating
  - \*4. Music coordinator
  - \*5 & 6. Married couple who speak on mutual responsibility
  7. Speaker on male/female roles in the Bible and today.
  - \*8. Speaker on parent/child communication
- \*Also small group facilitators

IN ADDITION, the sponsoring convocation is asked to supply a priest who can spend as much of the weekend as possible with the group, and who is responsible for the talk(s) on Biblical teachings regarding sex (a Christian view of sex.)

### CONVOCATION RESPONSIBILITIES

1. It is best that the convocation handle the cooking of the meals, although this is not a requirement.
2. Brochures may be mailed from Diocesan House. Registration may be handled at Diocesan House or locally. Inasmuch as food is the main expense, if the convocation is to cook they might be the best ones to receive the registration fees.
3. Publicity for the event, as well as explanation of the convocation's sponsorship of it, is the responsibility of the convocation.
4. As has been stated previously, the clergyperson who participates is from the convocation.

Sunday morning participants and leaders of the conference will worship with the local congregation at the service that is deemed best by the rector. Sometimes, if the group sings well, they might sing an offertory anthem for the service if requested to do so.

### PHYSICAL REQUIREMENTS

This conference can be held in a fairly small church. The main requirements are:

1. A kitchen and place for 34 people to eat.
2. Five fairly quiet small group areas.

3. If possible, a place nearby (Y.M.C.A., Country Club, homes, school, etc.) where the group may go to take showers on Sunday morning.

DETAILS ABOUT COST, WHAT TO BRING, ETC.

The brochure explains these details.

COST:

There are a few costs in the weekend other than food. They include:

1. Printing
2. Postage
3. Film rental
4. Supplies (pens, markers, paper, glue, tape, etc.)
5. Mileage for the staff at 12 cents per mile

The registration fees cover most of these expenses, and the diocesan youth program can subsidize any possible deficit.

If your convocation is interested in sponsoring a weekend, please contact:

Nancy Wolfe, Director of Youth Ministries  
P.O. Box 12126  
Seattle, WA 98102  
325-4200

COMMENTS FROM PARTICIPANTS IN PREVIOUS WEEKENDS:

"I liked the way this was put together. It gave us a full picture of the scene instead of just the sex part you already know from school."

"I feel better about God."

"Outside of my parents this was the most informative discussion on sex, love, human feelings."

"The course was lots of fun."

"I learned how to make my own decisions."

"You explained a lot but you kept morals with it."

"Very good. I'd recommend this conference greatly."

"I really enjoyed this conference and liked it. Although talking about sex 12 hours a day is a little tiring."

## Secretary of Convention Report

### ACTION TAKEN ON 1985 CONVENTION RESOLUTIONS

86/18

In accordance with the Resolution on Resolution Actions Report as passed by the 74th Annual Diocesan Convention in 1984, Journal Page B-32, the Secretary submits the following report:

The enumeration of the resolutions is as follows. For example, CR-21: CR means Committee Resolution, 21 indicates the number of the Resolution in the report of the Committee. FR-1 means, Floor Resolution: 1 indicates that it was the first resolution to come up from the floor of Convention. This system is to assist the Secretary to keep track of the resolutions, to be able to check back on any details and the source in the event of any questions.

#### JOURNAL

#### RESOLUTION

#### PAGE

- CR-21                      B-40                      Name Change, Olympia Churchman. The contest has been carried out, a decision will be announced at this Convention.
- CR-22                      B-40                      Diocesan Vision and Mission. See Report 86/26, The Bishop's Commission on Education, item 28 of the Agenda for this session of Convention.
- CR-24                      B-41                      South African Investments. On the basis that Schlumberger did not accept the Sullivan principles for companies operating in South Africa, the Board of Directors ordered the sale of all Schlumberger stocks held by the Diocesan Investment Fund. In mid-year, the Diocesan Investment Fund Committee was directed to sell all remaining investments in companies operating in South Africa on a gradual basis, to be completed by December 31, 1986. Since the Diocesan Investment Fund is a mutual fund, congregations owning DIF shares have been contacted with the choice of selling their shares in accordance with the provisions of the resolution, or to sell their shares and invest their money through some other agent.
- CR-25                      B-22                      Canon X, Electors. See Report of the Committee on Constitution and Canons.
- CR-26                      B-43                      Reinstatement of Hospital Chaplain. The Office of Hospital Chaplain as required in Section i of the resolution was not carried out on the recommendation of the Pastoral and Hospital Chaplaincy Committee. In the place of a chaplain a Hospital Coordinator was appointed and functioned throughout 1986. Items ii and iii have been carried out. Item iv was not applicable as a consequence of the recommendation of the Pastoral Hospital Chaplaincy Committee.

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Action Taken on 1985 Convention Resolutions

86/18/2

RESOLUTION      JOURNAL  
                         PAGE

- CR-27              B-43      Hospital Chaplaincy, Ecumenical Relationship. Representatives of the Pastoral Hospital Committee continue to participate in the Ecumenical Hospital Board meetings and share in the discussions and decisions.
- CR-13              B-44      Nuclear Arms Moratorium. Copies of the resolution were sent to the President of the United States, and the Congregational Delegation from the State of Washington.
- CR-28              B-46      Resolution on Abortion, General Convention. A Task Force was appointed, see Report 86/22, mailed to all delegates.
- FR-1               B-46      Alcohol Awareness Sunday. The requirements of the resolution have been carried out, a day of awareness has been established, congregations notified, and educational materials were made available for congregations.
- FR-6               B-49      Rabbi Levine Memorial. Letters of condolence were sent to Mrs. Levine and to the Congregation of Temple DeHirsch-Sinai.

TEXT OF THE BISHOP'S CROSSES, 1986  
(listed in alphabetical order)

Presented at the Diocesan Convention Banquet, November 7, 1986

Henry G. Baker	Church of the Redeemer, Kenmore
Lois Bartholomew	St. George, Maple Valley
Robert and Margaret Brown	St. Paul, Bremerton
Winnifred Carlson	Christ Church, Puyallup
Dorothy Jean Gailey	St. Stephen, Oak Harbor
Moreen Goldman	St. John, Gig Harbor
James Haviland	Emmanuel Church, Mercer Island
Billie Howard	St. David of Wales, Shelton
William Jessett	St. Anne, Washougal
Helen Johnson	Trinity Church, Seattle
Bruce Olson	Christ Church, Tacoma
Carl Swain	Church of the Holy Spirit, Vashon

HENRY G. BAKER

Church of the Redeemer, Kenmore

This man first began attending his parish twenty-six years ago and a year later he was baptized. As an adult convert, he took very seriously the Lord's call to "Follow Me!" He has been a Vestry member for nine years, also serving as Senior and Junior Wardens. Eight times he has been a delegate to this Convention. He has been a member or chairman of numerous parish committees, especially those dealing with long range planning.

Devoted and prayerful, he is one of the original group of Lay Readers at his parish and has served as Lector and Chalice Bearer for many years. He is responsible for establishing a monthly Saturday Prayer Breakfast which has continued for several years.

His active involvement on the parish stewardship committee helped to make giving a matter of open discussion and real learning for the parish. He was also one of four people who developed the charter for the parish Pre-School and set it in operation, providing quality pre-school education for hundreds of children.

Because he is perceived as a peacemaker and because he has been the confidant and support to many parishioners, it was natural that he be chosen to serve on the Parish Search Committee several years ago. He continues to be a mediator and reconciler in the parish whenever necessary. Indeed, the entire congregation is this man's family. He is concerned for other parishioners, especially those he has not recently seen. He knows the people's needs and concerns, remembers them and prays for them. This same witness and example of Christian love is shown in his place of work outside the parish.

His Rector describes him as possessing true humility and one whose devotion, love, and ministry is truly the foundation stone of his parish. With gratitude I award the Bishop's Cross to

Henry Baker of Redeemer, Kenmore.

LOIS BARTHOLOMEW

St. George's, Maple Valley

This lady, and her husband and two lovely daughters, were members of a north Seattle parish for over 20 years.

While her husband was active in the music program and a faithful member of the choir, she was a parish authority on how to put on big dinners and receptions, plan and prepare the menus. She was not only head of the Dinner Committee for years, she was also quietly and deeply involved in many phases of parish life, and was a steady and strengthening influence in the congregation.

It was more than the good food and the good voice that were missed when this lady and her husband, with children grown and gone, moved out of the city to build their dream home in the countryside where they had grown up.

They took with them to the small mission congregation which became their new church family the same commitment and willingness to work they gave to their former parish. While their new congregation had been formed some years earlier, it did not yet have a church building of its own, and had met for corporate worship in several different locales. After having to leave the local library and another church facility, the mission finally decided to purchase land and build a church of its own. This lady, by now a widow, worked diligently and steadily as a member of the Bishop's Committee to make the new church building a reality, and was deeply and vitally involved in the planning and financing.

All this time she was working at the Diocesan House on the Huston Center Development Fund, a temporary part-time job she took after a 20 year secretarial career with the U.S. Navy. She was such a valued and efficient worker, that the part-time temporary job soon became a full-time permanent job on the diocesan staff.

Her voice is familiar to many of the diocesan clergy and lay employees when they call for medical and dental claim forms, and advice on how to complete them. She is one of the first in the office in the morning, and usually the last to leave at night, and as one of her fellow-workers said, "She will never ask anyone to do anything she is not prepared to do herself."

Respected and trusted by all who work with her, it is not her style to stand in the spotlight, but she exercises a leadership role in quietly, steadily, and efficiently making sure that a job is done or a goal is met. It is with joy and gratitude that I present the Bishop's Cross to our beloved office manager,  
Lois Bartholomew, St. George's, Maple Valley.

ROBERT AND MARGARET BROWN  
St. Paul's, Bremerton

We wish to honor now a married couple whose love for each other and loyalty to the Lord and His Church are moving examples to all in their parish.

She has served as Senior Warden, Vestry Member, Search Committee Chairman, Parish Purpose Statement Committee Chairman and Director of the Parish Cemetery Board. She has also been active in the ECW, choir and Altar Guild. Together with her husband, she prepares breakfast for the parish's Wednesday morning Eucharist group each week. And also, together with her husband, she is a trusted counselor to many in the parish, including the

Rector, who has often sought their counsel and advice. Her active service outside the parish includes the organization and carrying out of a new monthly ministry to a nearby nursing home.

He has served for more than twenty-four years as director of the parish acolytes. He is presently a licensed Lay Reader and Chalice Bearer. On several occasions he has taken the pulpit to offer messages on stewardship, bearing witness to his own commitment in that area. Because he is so highly respected in the parish and because of his sensitive concern for the liturgy and services of the Church, the Rector has appointed him Parish Verger. He, like his wife, has carried out a wide variety of ministries in the parish. He is an active leader in the parish chapter of the Brotherhood of St. Andrew, has served as a delegate to this Convention, and can always be counted on to accept any necessary job for the parish.

As their congregation presently undergoes the changes and uncertainties always associated with an extensive building remodeling program, this couple has remained a model and example of steadfast support. Happily, I give the Bishop's Cross to  
Robert and Margaret Brown of St. Paul's, Bremerton.

WINNIFRED H. CARLSON  
Christ Church, Puyallup

This dear lady has been a member of her parish longer than any person alive today. She and her sister were among the eight children who began the Parish Sunday School way back in 1919.

Although as a young girl she moved with her family to California, the family moved back to the area and to the parish and she has been active in it ever since. She served for a number of years as a Church School Teacher but with the arrival of a new Rector one year, she was hired as the first Secretary of the parish. She held this position for thirty years, serving faithfully with four different Rectors. Upon her retirement two years ago, she moved into other areas of parish life. She now serves as Clerk of the Vestry and Treasurer of the Altar Guild.

No person in her parish is more loved and respected than she. Her warm and friendly manner and her genuinely caring concern for everyone she meets, endears her to young and old alike. Her Christian spiritual life continues to grow and her faith has been strengthened by God's grace as she experienced the tragic death of her daughter and the longtime illness of her husband.

I personally know of the dedication and efficiency of this dear lady, and indeed, she has been the one responsible for coordinating all the meal reservations at this year's Convention. I am happy to present the Bishop's Cross to

Winnie Carlson of Christ Church, Puyallup.



DOROTHY JEAN (DOT) GAILEY  
St. Stephen's, Oak Harbor

This year's recipient of the Bishop's Cross is no stranger to most of us. Indeed, she is well known from one end of the Diocese to the other.

She is most active in her parish, especially in her ministry to newcomers. She has worked on events to welcome new people, organized Sunday greeters, and made visits to newcomers; but she is also active as a member of the parish outreach committee, Altar Guild, library and evangelism committees, as well as the Cursillo Community.

It has been her diocesan involvement, however, for which she has been best known and loved. For the past three years she has served as President of the Episcopal Churchwomen of the Diocese of Olympia. In that capacity she has driven more than 50,000 miles in three years to every corner of the diocese, sharing, listening, encouraging the active participation of the women of the diocese in the life of the church. She changed the ECW workshops and leadership training sessions from midweek to Saturdays to enable working women to attend --and they did! Always affirming women in ministry, she was responsible for a highly successful Saturday program at which five of our women clergy shared the story of their pilgrimages to priesthood.

She is a lady of boundless energy and enthusiasm and although her term as president is over, she is not retiring. She has accepted a three year term as United Thank Offering Treasurer on our ECW Board and she is currently serving a three year term as Vice President of the Church Women of Province VIII, an area that includes all the dioceses in the Western United States.

A devoted wife and mother, and a woman who is fully committed to the Lord and His Church through word and action, it is a joy and privilege to award the Bishop's Cross to

Dot Gailey of St. Stephen's. Oak Harbor.

MOREEN GOLDMAN  
St. John's, Gig Harbor

A gift to us from the Church of England when she first came to the U.S. A. more than thirty years ago, this lady has served her one congregation in virtually every conceivable category.

Presently, she is an active member of the Altar Guild and the parish chapter of the Daughters of the King. She is also an important member of the parish's Search Committee.

In previous years she took the training for the Bethel Bible Series and for two years carefully and conscientiously taught

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that course. In addition, she taught Sunday for many years and served for a time as Christian Education Director for the parish. Her educational skills come easily to her. She had been educated to be a teacher in England and actually came first to this country as an exchange teacher. For a number of years she taught a highly technical subject in an Institute in a neary community and, somewhat indirectly, I have personally been the beneficiary of her teaching ability. Several years ago she had to give up her professional teaching for reasons of health.

In addition to teaching in her parish, she has also been much involved over the years in its stewardship program, going out to make calls numberless times as a member of the canvass team. She has served several terms on the Bishop's Committee and Vestry.

It is said of her by her fellow-parishioners that she is always giving of herself and words such as organized, deliberate, conscientious, and devoted are constantly used to describe her. Her priest refers to her as one of God's "Quiet People" who exemplifies the life of "grace under pressure," also known as courage, and who lives it always in a cheerful and loving way. I am honored to give the Bishop's Cross to

Moreen Goldman of St. John's , Gig Harbor.

#### JAMES HAVILAND

Emmanuel Church, Mercer Island

St. Paul once advised the Christians in Ephesus to be filled with the spirit and to address one another in "psalms, hymns, and spiritual songs, singing and making melody in your hearts to the Lord." (Eph 5:19)

This man has taken St. Paul's advice most seriously. He is a total supporter of his parish's excellent music program. He is a regular member of the Adult choir which leads the Sunday worship but which has also toured in the United States and Great Britain. He also sings with a special men's choir who, with a treble choir of young people, sing Evensong once a month. This group, too, has toured abroad and he has helped plan the itinerary and has served as advisor and friend to all the children on these trips.

In addition to this offering of music, this man has offered a goodly portion of his entire life for the past seven years to help make a vision become a reality. As member and President of the Washington Retirement Parks Board he has worked tirelessly toward the establishment of a private retirement home in the Seattle area for middle and low income retirees.

The WRP Board was established jointly as a separate body by the Diocese of Olympia and the Roman Catholic Archdiocese of Seattle to build such a retirment home for members of both churches as well as others. Over the years this man and the board have faced

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an incredible number of obstacles which have slowed the process: hearings, protests, lay suits, appeals, more hearings, lease negotiations. Through it all he has remained optimistic, patient and cheerful. His quiet manner and gentle humor have helped the cause prevail time after time. Although ground has not yet been broken, progress is being made and there is light at the tunnel's end, thanks to his perserverance and leadership.

Now retired from the practice of medicine, he is free to devote even more time to this vital diocesan enterprise. For all he has been and all he is doing toward making possible secure and affordable retirement housing for our diocese, I am delighted to present the Bishop's Cross to

Jim Haviland of Emmanuel, Mercer Island.

BILLIE HOWARD

St. David of Wales, Shelton

A life-long Episcopalian, this lady was a member of her congregation before it even had a church building.

She is the mother of two very supportive adult children whom she raised as a single parent, being both mother and breadwinner. While doing this, she managed to be a friend and confidant to her children's friends. She taught Sunday School and was Youth Advisor in the church as well as working with 4H and school related youth programs.

Growing up on a farm near an Indian Reservation, she has always been a sympathetic friend to the Indian people and her caring manner in the years she worked as secretary to the high school principal earned her many friends who still keep in touch.

As a child she suffered polio, but her strong and loving parents would not allow her to be handicapped or feel sorry for herself. She learned to walk and to work and this experience, together with her Christian commitment, has enabled her to become a unique advocate for children, the poor, the disadvantaged and anyone with special needs.

Her work for the poor takes focus in the ecumenical food bank established by her parish. For two years she has been chairman of the Saints' Pantry and has worked hard to see that the thousands of needy who come to the "Pantry" are given more than food. Clients of the food bank are greeted as friends with needs and people with feelings. Because of the dignity which she and her co-workers treat them, many return to contribute money, goods or labor in thanksgiving. Last year she was responsible for distributing \$40,000 worth of food and an incalculable amount of Christian love to the people of her community.

Although she has served the church on the Vestry and as a convention delegate, her primary ministry has been as a Christian in the world. For that we honor her tonight with enthusiasm and thanks and award the Bishop's Cross to

Billie Howard of St. David of Wales, Shelton.

WILLIAM JESSETT

St. Anne's, Washougal

Since its earliest days this man has been an active member of one of our vital mission congregations. Currently, he serves as a Lay Reader, Chalice Bearer and choir member. In the past he has served in virtually every other leadership position: Bishop's Committee member, Senior Warden, Junior Warden, Stewardship Chairman, Convention delegate, and head chef for the congregation's annual fall festival.

His skill as a wood worker has been used to provide the congregation with a processional cross, a cabinet/table, and a rack to hold crosses and torches.

He is extremely active in the Cursillo movement and most recently has become an active and moving member of the Karios Prison Ministry, serving on the team of our first, and highly successful, Kairos at the Monroe Reformatory. His concern in this area is also seen in the fact that he is a "Pen pal" to an inmate at Walla Walla. His ministry in the diocese includes service on our diocesan Stewardship Commission, past member of the Program and Budget Committee, and newly-elected Vice President of his Convocation.

Since his retirement from his work, he has become active in a special ministry to his community. He has headed up the community's house to house collection of food for the county food banks. This included the organization of volunteer walkers, collection trucks, and the sorting of several semi-truck loads of canned goods. He and his wife are in charge of hauling and distributing surplus cheese each time it is available and he is a member of his County's Food Coalition.

Here is a man who accepts with joy and prayer the challenges and opportunities which the Lord puts in his life, and who willingly and lovingly shares God's love with those in need and those who want to listen and learn. It is my joy to award the Bishop's Cross to

Bill Jesset of St. Anne's, Washougal.

BRUCE OLSON

Christ Church, Tacoma

This second recipient of the Bishop's Cross, like the first, is well known to many people in the diocese, but his is a quite different constituency. I shall not try to surprise you. His ministry for many years has been to the children and youth of our diocese.

This ministry began while he was a student at Evergreen State College and was "a skinny kid working with the youth at St. John's, Olympia." After graduation and upon the acquisition of a Master's Degree from Western Washington University, he became a teacher in the Everett School District.

In 1977 he began his career at Camp Huston as a Counselor and two years later he became Summer Camp Director. During the eight summers he has served in this capacity our diocesan camping program has grown to be one of the best and most varied in the church. More importantly, this man's dedication and commitment to the children and youth of the diocese and his own obvious love for the Lord Jesus has influenced for good literally hundreds of young people in our diocese. In many ways he has served as a big brother in Christ for all who come to Camp Huston -- staff and campers alike. In recent years his commitment to youth has involved him in working with Nancy Wolfe, helping her to plan and execute the excellent youth conferences she conducts all over the diocese.

He is a creative musician and has written many of the songs the children sing at Camp, including the Camp Huston theme song. He has recorded for sale two tapes of his music with all the proceeds going to the Huston Campership Fund.

Because he wants to serve the Lord in other ways, he has resigned as Camp Director, but Camp Huston will always be stamped with his spirit and his integrity, his sense of humor, his caring and his love will never be forgotten by those whose lives he touched. He is an outstanding Christian role model and I am proud to present the Bishop's Cross to

Bruce Olson now of Christ Church, Tacoma.

CARL SWAIN

Church of the Holy Spirit, Vashon Island

Every congregation, large or small, needs at least one member whose loyalty to the Lord and His Church in the local congregation is steadfast and unshakeable through all sorts and conditions of congregational life. Such a person is our next Bishop's Cross recipient.



He has been a member of his congregation for twenty-six years. During that time he has served three terms on the Bishop's Committee and has been Church Treasurer for seventeen years. For twelve years he has been a Lay Reader and Chalice Bearer and has been an on-going source of stability for everybody through four Vicars.

Some of the programs he has either supported or initiated over the years include: the building program, Sunday morning Bible study; a men's group, a prayer and praise group; ushering; Church School teaching. He has also helped to repair and maintain the church facility and continues to take on projects and attend work parties.

Shortly after he retired from his full time job at Boeing, his beloved wife suffered a stroke, and he lovingly took on the full time task of personally caring for her at home, thus providing a totally unselfconscious example of how a Christian remains faithful to his marriage vows.

Unwavering in his dedication to the game of golf, he is a strong supporter of the Bishop's Open here in the diocese as well as the local course in his community.

When the congregation was deciding about the purchase of a pipe organ, he and his wife did not hesitate to support its purchase and installation with their own time, talent and treasure.

Among the church family, this man is known as "a rock on the Rock" -- a constant source of support, information, and stability for a congregation which has experienced its share of turbulence and hard times over the years. At this Convention that congregation has at last achieved parish status and been admitted into union with the Convention of the Diocese. No one has done more to make that happen than this man. It is utterly fitting, therefore, that our final Bishop's Cross tonight be awarded to  
Carl Swain of Holy Spirit, Vashon Island.

CONSTITUTION OF THE DIOCESE OF OLYMPIA  
OF THE PROTESTANT EPISCOPAL CHURCH IN THE  
UNITED STATES OF AMERICA  
January 1, 1985

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## CONSTITUTION

### ARTICLES I, II, III, IV, V

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#### ARTICLE I

##### Name and Jurisdiction

The Church in that portion of the State of Washington lying west of the summit of the Cascade range of mountains and including the Counties of Whatcom, Skagit, San Juan Island, Clallam, Jefferson, Snohomish, King, Kitsap, Grays Harbor, Mason, Thurston, Pierce, Pacific, Lewis, Wahkiakum, Cowlitz, Clark and Skamania shall be known by the name and description of the "Diocese of Olympia."

#### ARTICLE II

##### Acceding to the Constitution of the General Convention

The Church in the Diocese of Olympia accedes to the Constitution of that branch of the Holy Catholic Church known as the Protestant Episcopal Church in the United States of America, and recognizes the authority of the General Convention of the same.

#### ARTICLE III

##### The Authority of the Diocese

The authority of this Diocese is vested in and exercised by its Bishop, and Bishop Coadjutor (if there be one), its Convention and the Standing Committee.

#### ARTICLE IV

##### The Bishop

The Bishop is the Ecclesiastical Authority of this Diocese. He is the Chief Pastor and may officiate in the offices of the Church in any Parish or Mission, or elsewhere in this Diocese. He is the Ordinary of all religious or benevolent organizations of the Church within the Diocese, and as such may attend or preside at any of their meetings, having appellate jurisdiction. All controversies between the Rectors of two or more Parishes; or between Parish or Vestry and Rector; shall be referred to the Ecclesiastical Authority for determination.

#### ARTICLE V

##### The Cathedral

Section 1. St. Mark's Church of Seattle is hereby designated and declared to be the Cathedral Church of this Diocese, and the official seat of the Bishop of the same.

Section 2. The Constitution of the Cathedral shall be that approved by the Convention of the Diocese.

CONSTITUTION  
ARTICLES VI, VII

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ARTICLE VI  
The Convention of the Diocese

Section 1. There shall be held an annual meeting of the Convention of the Church in this Diocese. In order that proper notice be given, the time and place shall be fixed by the Ecclesiastical Authority no less than 120 days before the convening of said Convention.

Section 2. Special meetings of the Convention may be called by the Ecclesiastical Authority. The time, place, and purpose of such meeting shall be designated, and no business shall be transacted other than that stated in the call except by unanimous consent of the Convention.

Section 3. Ninety days notice shall be given of every annual meeting of the Convention and thirty days notice shall be given of a special meeting of the Convention, by the Secretary of the Convention, except as provided for in Article XIX. The mode of notice shall be a circular addressed to every clergyman and to the clerk of every parish and mission in this Diocese.

Section 4. Every meeting of the Convention shall be opened as the Ecclesiastical Authority may direct.

ARTICLE VII  
Members of Convention

Section 1. The Convention shall be composed of clergy and laity.

Section 2. The Bishop, and the Bishop Coadjutor or the Bishop Suffragan (if there be one), shall have a seat and a vote in the Convention.

Section 3. Every clergyman who shall have been canonically resident within this Diocese before the Convention meets shall be entitled to a seat and to a vote.

Section 4. The lay members shall consist of delegates from each parish and each organized mission in union with the Convention, who shall be in equal numbers men and women, and shall be communicants in the parish or mission they represent.

CONSTITUTION  
ARTICLES VIII, IX

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ARTICLE VIII  
Officers of Convention

Section 1. The Bishop of the Diocese shall be ex-officio President of the Convention, and shall be entitled to every privilege of membership in the meeting of Convention. In the absence of the Bishop, the Bishop Coadjutor or Bishop Suffragan (if there be one) shall preside. (The President of the Standing Committee shall be next in order to preside). In the absence or incapacity of these, a president pro-tempore shall be elected by the Convention from among the presbyters, members thereof. His duties shall be those prescribed by the Canons.

Section 2. At each annual meeting of Convention, the following officers shall be elected to serve until the following Annual meeting:

- (a) A Secretary from among the members thereof;
- (b) A Treasurer, who shall have the privileges of a member of the Convention;
- (c) A Historiographer, who shall be the official Diocesan historian;
- (d) An Archivist, who shall have custody of the archives of the Diocese.

Section 3. At each annual meeting of the Convention the Bishop shall appoint, subject to the approval of the Convention, a Chancellor of the Diocese who shall be a layman, a communicant of the Church and regularly admitted to practice in the Supreme Court of the State of Washington. He shall have the privileges of a member of the Convention.

Section 4. In the event of a vacancy in the aforementioned offices, the Bishop, acting by and with the Standing Committee, shall fill the vacancy.

Section 5. The compensation of all officers shall be fixed by the Diocesan Council.

ARTICLE IX  
Transaction of Business

Section 1. One-third of the clergy entitled to seats in the Convention, and delegates from one-third of the parishes and missions with the Convention, at any time duly assembled, shall constitute a quorum for the transaction of business, except that a smaller number may adjourn from time to time.

CONSTITUTION  
ARTICLES IX. X

Section 2. In all matters which shall come before the Convention the clergy and laity shall deliberate in one body and vote as individuals; each delegate present shall be entitled to one vote and no more; and unless otherwise provided, a majority of the votes of the two orders jointly shall be decisive.

Section 3. On the call of any five members, the two orders shall vote separately, and a concurrence of a majority of each order shall be necessary to constitute a decision.

ARTICLE X  
Standing Committee of the Diocese

Section 1. The Convention shall elect by the concurrent vote of a majority of the clerical and lay orders, a Standing Committee to consist of four presbyters and four laypersons. Members of the Standing Committee shall serve a four year term and shall not be eligible for re-election until one year shall have elapsed following the expiration of the four year term to which they shall have been elected. One presbyter and one layperson shall be elected at each annual Convention to serve for a four year term. If a fourth ballot is required at any election, said ballot shall be made up of the two persons receiving the highest number of votes on the third ballot in the order from which one is to be elected, and only the members of that order shall vote thereon. The person receiving the higher number of votes on the fourth ballot in the order from which one is to be elected shall be deemed elected. An election for a short term to fill a vacancy shall be conducted in the same manner. All of these must be persons eligible to seats in the Convention. Not more than one person from any one parish or mission may serve on the Standing Committee at any given time.

Section 2. If there be no Bishop, Bishop Coadjutor or Suffragan Bishop canonically authorized to act, the Standing Committee shall be the Ecclesiastical Authority of the Diocese.

Section 3. At the first meeting of the Committee, which shall be as soon as practicable after their election, they shall choose a president from the clerical members and a secretary from either the clerical or lay members. The secretary shall keep a record of all the proceedings of the Standing Committee which shall be subject at all times to the inspection of the Bishop of the Diocese, and a full report of their acts shall be made to each annual meeting of Convention.

CONSTITUTION  
ARTICLES X, XI, XII

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Section 4. A majority of the members of the Standing Committee shall constitute a quorum, and a majority of a quorum so convened shall be competent to act, unless the contrary is expressly required.

Section 5. During the interim between the meetings of Convention the Standing Committee shall have the power of Convention to ratify or elect officers and Standing Committee Members to fill vacancies until the next Annual Convention, unless otherwise provided.

ARTICLE XI  
The Diocesan Council

There shall be a Diocesan Council whose members and their mode of election, duties and powers shall be as may now or hereafter be prescribed by the Canons of the Diocese.

ARTICLE XII  
Deputies and Alternate Deputies to General Convention

Section 1. At an Annual Meeting of the Diocesan Convention held not later than the year preceding the year of the General Convention for which they are chosen, there shall be elected by a concurrent vote of a majority of both orders, four clerical and four lay deputies who shall represent this Diocese in the General Convention of the Protestant Episcopal Church.

Section 2. At least eight candidates shall be nominated from each order. Nominations shall be made from the floor.

Section 3. Election of Deputies and Alternate Deputies during the first three ballots.

(a) On any ballot, any number of candidates up to four receiving the highest vote in each order and a majority from both orders shall be elected Deputies.

(b) After four Deputies have been elected from any order, four Alternate Deputies shall be elected from that order in the same manner.

Section 4. If during the first three ballots four Deputies have not been elected, a fourth ballot shall be cast to fill the positions not filled in the first three ballots as follows:

(a) The number of candidates from each order shall be reduced to two more than the total number of Deputies and Alternates remaining to be elected in each order.



CONSTITUTION  
ARTICLES XII, XIII, XIV.

(b) The members of the order shall vote only for candidates from their order. The number of candidates needed as Deputy in each order receiving the highest number of votes in their respective orders shall be deemed elected. A majority vote is not required to elect. In case of a tie, another ballot shall be taken to resolve the tie.

(c) Each of the remaining candidates shall be deemed elected Alternate Deputy and ranked in the order of the number of votes received.

Section 5. If at the Annual meeting of the Convention in the year preceding the regular meeting of the General Convention, a vacancy shall have occurred among the Deputies and Alternates elected at a previous meeting of Convention, nominations and an election to fill the vacancy shall be made an order of business.

ARTICLE XIII  
Delegates to Provincial Synod

Delegates and Alternates to the Provincial Synod: Delegates and Alternates to represent this Diocese at the Provincial Synod of the Province of the Pacific shall be the clerical and lay deputies and alternate deputies elected by the Diocesan Convention to the next General Convention of the Episcopal Church.

ARTICLE XIV  
Election of Officers

Section 1. The election of all officers and representatives provided for in this Constitution shall be by written ballot, unless consent by unanimous vote of the Convention is given to dispense with the requirement. In the event of a failure to elect at any convention, the person or persons already in office shall continue in office until the successor or successors shall have been appointed by the Standing Committee as provided in Article X, Section 5.

Section 2 At least thirty days prior to the Annual Meeting of Convention, the Bishop shall appoint a committee of five members who shall select as nominees at least two persons for each vacancy to be filled by Convention on the Standing Committee and on the Diocesan Council, and at least one person for the offices of Secretary, Treasurer, Archivist and Historiographer. Further nominations for all these positions may be made from the floor of Convention.



CONSTITUTION  
ARTICLES XV. XVI.

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ARTICLE XV  
Admission of New Parishes and Missions

Section 1. A parish may be admitted into union with Convention on motion, by a majority of votes, provided it shall have laid before the Convention through its Secretary at least one month before the Annual Meeting of the same:

- (a) A certificate of approval of the organization of such Parish, from the Ecclesiastical Authority;
- (b) Satisfactory evidence that a Constitution or Articles of Incorporation have been adopted and subscribed to by the Wardens, in which they accede to the Constitutions, Canons, Doctrine, Discipline and Worship of the Protestant Episcopal Church in the United States of America, and to the Constitution and Canons of the Diocese of Olympia;
- (c) Satisfactory evidence that the Parish has been regularly organized by the election of two wardens, with a total of not less than three nor more than fifteen vestrymen, and that the Parish contains at least twenty five communicants;
- (d) A written statement made in the authority of the vestry at a duly called meeting that the Parish will support a rector without missionary aid, and agreeing that in the event it shall not be able so to do and becomes dependent on missionary aid, the Convention may change its status to that of an organized Mission.

Section 2. An Organized Mission may be admitted into union with the Convention by a majority of votes, provided it shall have presented to the Convention a certificate from the Ecclesiastical Authority stating that such Mission is duly organized.

ARTICLE XVI  
Forfeiture of Privilege

Whenever, in the opinion of the Bishop, any parish or mission shall be liable to forfeiture of privilege, or be essentially defunct as described in the Canon on Dormant Parishes, he shall signify the same to the Convention. Such parish or mission may be suspended from the right of representation in the convention, or its connection with the Diocese wholly dissolved, by a two thirds vote of each order. In either event the properties of such parish or mission shall revert to the Diocese and such other action shall be taken as is permissive under the Constitution and Canons.

CONSTITUTION  
ARTICLES XVIX, XX, XVIX

ARTICLE XVII  
Assessments

Section 1. The Convention shall have power to raise money by tax or assessment on the parishes and missions of the Diocese by canon, or by special vote, for the necessary or proper expenses of the Diocese, or for any other purposes which the Convention may from time to time approve or direct.

Section 2. The Convention shall also have power to impose such penalty as it may deem proper within its lawful power for neglect to pay such assessment when imposed.

ARTICLE XVIII  
Incorporation of the Diocese

Section 1. The Church in this Diocese is incorporated for legal and secular purposes under the laws of the State of Washington by the name and title of "The Diocese of Olympia, Inc." This corporation shall have the custody, control, and investment of all trust funds of the Diocese, and shall also hold the legal title to all diocesan property, including the property of all organized Missions, and shall exercise such other power as shall have been set forth in the Articles of Incorporation.

Section 2. The Bishop and the Treasurer of the Diocese shall be ex-officio members of the Board of Trustees of said corporation. The other members of the Board shall be chosen by the Convention in the manner prescribed by the Articles of Incorporation.

Section 3. Any amendment to the Articles of Incorporation must be approved by the Convention.

ARTICLE XIX  
Election of the Bishop

Section 1. The election of a Bishop, Bishop Coadjutor or Suffragan Bishop for this Diocese may be held at an annual meeting of Convention, or in a special meeting of Convention called for the purpose at least sixty days before the time appointed, of which the object shall be stated in a printed notice sent by the Secretary of the Standing Committee to every clergyman canonically resident and to the Vestry of every parish and the Bishop's Committee of every organized Mission.

## CONSTITUTION

### ARTICLES XIX, XX, XXI, XXII

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Section 2. The election shall be made in the following manner: any member of either order may nominate some fit and qualified clergyman for the office. The name or names thus presented shall be balloted upon by both orders voting separately, and the person receiving the majority of votes cast in each order shall be declared duly elected.

Section 3. The presence of two thirds of the clergy and lay delegates of the Parishes and Missions entitled to vote shall constitute a quorum.

#### ARTICLE XX

##### Authentication and Preservation

The Secretary of the Convention shall procure and keep a book entitled "Constitution and Canons of the Diocese of Olympia," in which shall be recorded this constitution with the certificate of its adoption. All articles, canons and additions thereto, hereafter adopted by the Convention, shall be certified to by the President and Secretary of the Convention, as having been duly adopted, and shall, with the certificate of adoption, be recorded in the said book, and the said book shall be taken and regarded as prima facie evidence of the due adoption and correctness of all papers recorded therein under the article.

#### ARTICLE XXI

##### Amendments

Amendments to this Constitution may be made by the Convention provided the proposed amendments be adopted at two successive annual meetings of Convention by a majority vote of the two orders voting separately. Provided, that the proposed alteration, amendment or addition may be amended before its adoption by a two thirds vote of the Convention to which it is finally submitted.

#### ARTICLE XXII

##### Nomenclature

Wherever in this Constitution the reference to a person is in the masculine gender, such reference shall be deemed, where appropriate, to also refer to or include the feminine gender.

# CANONS OF THE DIOCESE OF OLYMPIA

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## CANONS 1, 2

### CANON 1 The Clerical Members of Convention

At least one week prior to the meeting of any Diocesan Convention, it shall be the duty of the Ecclesiastical Authority to certify to the Secretary the names of all clergymen canonically resident in the Diocese, designating those who are entitled by the Constitution to take part in the proceedings.

### CANON 2 Lay Members of Convention

Section 1. Being in union with the Convention, each parish, each organized mission filed having one joint Bishop's Committee for the entire field, shall be entitled to representation to be based on communicant strength in accordance with the following table.

Any number not over 200	2 delegates
201 - 400	4 delegates
401 - 600	6 delegates
601 - 900	8 delegates
901 - 1200	10 delegates
over 1200	12 delegates

Section 2. Each parish, mission, and field shall select from among its qualified electors, delegates and alternates to provide a full complement of representatives according to the above table. This representation shall be divided equally between men and women. An alternate delegate may not qualify to substitute for a delegate of the opposite sex. Commencing in 1972, one half of the delegates and alternates shall be elected for a one year term and the other half shall be elected for a two year term and thereafter, at each annual election, the delegates and alternates shall be elected to a two year term. Delegates and alternates shall serve as such at each meeting of the Diocesan Convention, both annual and special, occurring during the term for which they are elected.

Section 3. Delegates and alternates shall be elected at a regular or special parish, mission or field meeting; or in default thereof, the Vestry or Bishop's Committee shall select the delegates and alternates as above set forth.



- Section 4. Certificates of selection of lay delegates and alternates shall be in the form determined by the Secretary of the Convention with the approval of the Council. Forms shall be distributed to parishes, missions, and fields not less than three months prior to the Convention, and shall be completed and returned to the Secretary at least two months prior to the opening date.

CANON 3

Duties of Officers of Convention

- Section 1. The President shall:
- (a) Preside at all meetings of the Convention;
  - (b) Appoint the Chancellor;
  - (c) Appoint standing committees as provided by these canons.
- Section 2. The Secretary Shall:
- (a) Give notice of the meetings of Convention. In case of failure to do so, the Ecclesiastical Authority shall have this power;
  - (b) Keep a record of all the proceedings of Convention;
  - (c) Publish the Convention Journal;
  - (d) Preserve its records, and the Constitution and Canons;
  - (e) Have the power to appoint an assistant;
  - (f) Attest its public acts and faithfully deliver to his successor all the books and papers relating to the Convention which may be in his possession;
  - (g) Receive the certificates of lay delegates and prepare a roll;
  - (h) Call the roll of delegates at the opening of Convention.
- Section 3. The Treasurer shall receive and disburse all monies collected under the authority of Convention, except as otherwise provided in Constitution and Canons.
- Section 4. The Historiographer shall:
- (a) Create, maintain and continue a history of the Diocese, its significant personnel and events;
  - (b) Report annually to the Bishop and Convention concerning the discharge of such duties;
  - (c) Perform such duties as may be prescribed by the Ecclesiastical Authority or by Resolution of Convention.



CANONS 3, 4

Section 5. The Archivist shall be the custodian of the Journals, papers, reports, pamphlets and other records of the Diocese and shall report annually to the Bishop and Convention concerning discharge of such duties.

Section 6. The Chancellor shall:

- (a) Be present at each session of the Convention and respond to all requests made for advice by Convention;
- (b) Act as legal advisor to the Bishop, Standing Committee, Diocesan Council, and Convention in all matters relating to the Church;
- (c) Perform such duties as may be requested by the Ecclesiastical Authority, Convention or official body of the Diocese.

CANON 4  
Standing Committees of Convention

There shall be the following Standing Committees appointed by the President, the members need not be delegates to the Convention. The members shall be appointed within ninety days following the adjournment of each annual Convention.

- (a) Dispatch of Business - 2 clergy and 2 lay members
- (b) Privilege - 1 clergy and 2 lay members
- (c) Admission on New Parishes and Missions - 1 clergy and 1 lay member  
This deals with application for union with Convention.
- (d) Canons - 2 clergy and 2 lay members. This Committee recommends changes or additions to the Constitution and Canons. The Committee report on these must be submitted in writing to the clergy and clerks of the Vestries and Bishop's Committees at least ten days before the annual meeting of Convention. Any proposed changes shall be submitted to the Committee for its consideration at least four weeks before the annual meeting of Convention.
- (e) Resolutions - 2 clergy and 2 lay members.
  - 1. All Resolutions shall be submitted to the Resolutions Committee at least 45 days prior to Convention and shall be mailed to delegates.
  - 2. The Committee shall have the authority to combine similar Resolutions so long as the sense of the original is retained.

3. The Committee may amend Resolutions in order to assure that the Resolution is in the form proper for consideration by Convention.
4. The Committee shall consider all Resolutions received and shall report them to convention, either as received or as amended or combined, with recommendations, "do not consider, do pass, do not pass, refer to other committees or commissions, or no opinion".
5. The Committee may meet during Convention.
6. The Committee shall be appointed by the Bishop within 90 days after the adjournment of the annual Convention.
7. Any Resolution not submitted to the Committee at least 45 days prior to Convention shall be considered by Convention only if submitted - in writing - to the Committee no later than six (6) hours after the convening of Convention, and consideration of such resolution is approved by a majority vote of the Convention.

CANON 5

The Business of Convention

The Convention shall open as the President directs. The order of business shall be as follows:

- (a) The Secretary shall call the names of the clergy entitled to seats;
- (b) He shall then call the list of the Parishes and Missions entitled to representation in Convention which shall have furnished him their certificates of lay delegates and alternates elected, together with the names of such lay delegates appearing therein;
- (c) The calling of the names of clergy and lay delegates may be dispensed with by a unanimous consent of the members of Convention present, provided satisfactory evidence of a canonical quorum of each order be laid before the Convention by the Secretary. In such case the Secretary shall secure a correct list of the clergy and lay delegates present;
- (d) Irregular or defective certificates shall be referred to the Committee on Privilege.
- (e) A constitutional quorum being present, the President shall declare the Convention organized for business. The Convention shall then proceed to adopt an order of business.

CANONS 6

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CANON 6  
The Diocesan Council

- Section 1. The Bishop and Council of the Diocese, as hereinafter constituted, shall be known as "the Diocesan Council" and shall exercise all the powers of Convention between the meetings thereof in regard to the unification, development and prosecution of the work committed to it.
- Section 2. The Diocesan Council shall consist of the Bishop, Bishop Coadjutor, Suffragan Bishops, in any, the President of the Standing committee; five members of the clergy and eleven communicant laypersons.
- Section 3. The Ordinary shall be the President of Council.
- Section 4. At each Annual Meeting of the Convention there shall be elected one member of the clergy and two communicant laypersons to serve as a member of Council for four years. The Bishop shall appoint one person to serve as a member of Council for four years, either a member of the clergy or a communicant layperson to replace the person of the like order rotating off Council, to serve as a member of Council for four years; and in making such appointment the Bishop shall take into consideration geographical balance. Members of Council shall be deemed delegates-at-large to Convention. No member who has served on Council for four consecutive years shall be eligible for re-election or appointment until the expiration of one year. The Council shall have power to fill vacancies resulting from death, resignation or removal of Council members elected by Convention, and the Bishop shall have like power to fill vacancies of appointed members, to serve until the next meeting of Convention.
- Section 5. The Diocesan Council shall organize and elect such officers other than the President, and appoint such agents as it deems appropriate.
- Section 6. (a) The Council shall be the Program Planning and policy making body of the Diocese between sessions of Convention.  
(b) A Committee of not less than seven members, of whom three shall be members of Council, all shall be responsible for the development of a proposed Diocesan Program and Budget for the following year.

(c) The Ordinary of the Diocese shall be responsible for the administration of all Diocesan Programs and Policies.

Section 7. The Ordinary shall supervise the financial affairs of the Diocese and off all Diocesan Institutions and organizations, and shall require a proper annual audit of all receipts and disbursements of all parish and diocesan institutions and organizations. The Ordinary shall require the bonding of all Parish, Mission and Diocesan Treasurers; the maintenance of adequate insurance of all church properties; and the introduction and maintenance of the budget system in each Parish and Mission. The Ordinary shall be responsible for maintenance of all properties belonging to the Missions and Institutions of the Diocese.

Section 8. The Ordinary shall with the advice and consent of the Council, present the budget to the Convention for concurrence. The Convention may amend this budget by a two-thirds vote at that Convention. Said budget shall be balanced on the basis of expected diocesan income at the Assessment rate set pursuant to Canon 8. Copies of the budget shall be presented to the clergy, lay delegates and Parish and Mission Treasurers one week prior to the Annual Convocation meetings. Council shall review and recommend to the Ordinary such changes in budget allocations as it shall find expedient and necessary throughout the year.

#### CANON 7 Diocesan Institutions

Any organization hereafter formed for religious, educational or charitable work in the Diocese may assume and retain the title of Diocesan Institution only when it conforms to the following conditions:

- (a) It shall be accepted as such by Convention.
- (b) The members of its governing board shall be chosen in a manner approved by Convention.
- (c) The officers of the Institution shall annually present a full report of all its activities during the twelve months preceding to the Department of Diocesan Council to which the Council appropriately assigns it, in a form determined by that Department. It shall also present to the Ordinary a full financial statement.

CANON 8  
The Funds of the Diocese

Section 1.

Assessments

- (a) An annual assessment shall be levied upon each Parish and Mission of the Diocese.
- (b) The assessment quotas shall be based on the Net disposable Income available for general Parish or Mission purposes in the second preceding year prior to the year of assessment (for example, 1977 NDI would be the basis for 1979 assessment).
- (c) Net Disposable Income shall be specifically defined by resolution of Diocesan Council and the assessment rate to be applied thereto shall be the same flat rate percentage for all congregations.
- (d) The Assessment Rate shall be set by the Annual Convention and when first thus set shall be effective for the two years immediately thereafter. The Assessment rate percentage may be raised or lowered from time to time by succeeding conventions; provided that, the adjusted Assessment Rate shall not become effective until the second year of assessment following such action by Convention. (e.g., A decision to change the Rate of Assessment by the Convention meeting in 1979 would not become effective until assessment year 1981).
- (e) Each year, by March 1st, the Assessment Rate set by the Convention for the ensuing year of assessment shall be computed against the Net Disposable Income reported by the Parishes and Missions on the form provided by the Treasurer of the Diocese and to be returned with their annual parochial reports. The resulting sum total shall be reported to the Diocesan Council for use by its Program Budget Committee in the development of the proposed Program Budget for the ensuing year. (e.g., On March 1, 1979, the Assessment Rate approved by Convention will be multiplied against the Net Disposable Income for 1978 reported by Parishes and Missions and the sum total will be the amount available to be budgeted for the 1980 program of the Diocese.).
- (f) Should the Convention in any year deem it necessary to increase the revenue to be generated from assessments on Parishes and Missions in excess of that which would be provided under Section (e) above, the



- Convention may, by two-thirds affirmative vote, levy a special assessment upon the Parishes and Missions. Such special assessment shall be limited to one year in duration.
- (g) In the event of failure of any Parish or Mission to furnish the Secretary of Convention with its Annual Financial Report, the Ordinary shall fix the amount of its assessment.
  - (h) If any parish or Mission shall believe that its assessment is unjust or inequitable it shall have the right to present the grounds for such belief to the Diocesan Council; and upon consideration of the same, the Council shall have the power to recommend to the Ordinary a change or reduction in the amount of the assessment.
  - (i) Any Parish or Mission that shall have charged against it an accumulation of unpaid assessments, shall have the right to petition Diocesan Council for relief; and Council shall have the power, when such action is deemed equitable and expedient, to grant such relief by the remission of all or part of such accumulated indebtedness, excepting that of the current year.

Section 2. Assessment Fund

- (a) There shall be an Assessment Fund into which all assessments received shall be deposited and out of which the operating expenses and missionary expenses of the Diocese shall be paid, with other funds available for those purposes. Funds received which are particularly earmarked for missionary or other special purposes shall be used solely for such purposes.
- (b) Any budget surpluses are to be considered as "other funds available" for program budget operating and missionary purposes within the content of Canon 8, Section 2.

Section 3. The Endowment Fund

- (a) There shall be an Endowment Fund, which shall be known as the Episcopate Fund of the Diocese. The income of this Fund shall be appropriated to the support of the Bishop of the Diocese, and of Bishops Coadjutor and Suffragan (if there be such), and to meet the administrative expenses of the Diocese.



CANONS 8, 9

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- (b) All income arising from the Episcopate Fund shall be received by the Treasurer of the Diocese of Olympia, Inc., and shall be disbursed by him on order of the Convention or on order of the Directors of the Corporation.

- Section 4. Diocesan Emergency Fund  
There shall be a fund which shall be called the Diocesan Emergency Fund, which shall be derived from donations and contributions and from an annual collection or collections to be made in each Parish and Mission of this Diocese, unless otherwise authorized by Convention or Council. (See Canon 17, Section 4). All monies or securities belonging to the Fund shall be held by the Treasurer of the Diocese of Olympia, Inc., and all disbursement from said Fund shall be made by the Treasurer on the written order of the Ecclesiastical Authority. All disbursements from this Fund shall be made only for the relief of clergy in good standing, canonically connected with the Diocese, or their families.
- Section 5. Bishop's Discretionary Fund  
There shall be a fund known as the Bishop's Discretionary Fund, to be administered by the Bishop. It shall consist of open offerings taken at the time of the Bishop's Visitation to any Parish or Mission for Confirmation. (See Canon 16 and 17, Section 5).

CANON 9  
The Parish

- Section 1. Any number of persons not less than 25, of legal age, (ten of whom shall be males), who shall be communicants of this Church and resident of the community, town, city or district where the proposed parish is to be located, may organize themselves as a parish in the following manner.

Notice of intention to organize a parish shall be first given to the Ecclesiastical Authority of the Diocese. Such notice shall be in writing in the following form.

Reverend Father in God: We, whose names are hereunto subscribed, being attached to the Doctrine, Discipline and Worship of the Protestant Episcopal Church, and desirous of securing the holy influence of the Church for ourselves, our families and our neighbors, do hereby respectfully ask permission to associate and organize ourselves, and others as a parish under the name of \_\_\_\_\_ Parish. And we do hereby promise and agree that said Parish shall always be held under the Ecclesiastical Authority of the Bishop of Olympia and his successors in office, and in conformity with the Constitution and Canons of the Protestant Episcopal Church in the United States of America and Constitution and Canons of the Diocese of Olympia, the authority of which we do hereby recognize and bond ourselves to make them part of the Constitution of said Parish, and to whose Liturgy, Doctrine, Discipline, Rites and Usages we promise at all times, for ourselves and successors, corporate obedience and conformity.

Section 2. Upon receipt of the written approval of the Ecclesiastical Authority, the petitioners shall then proceed as follows: Notice of the meeting to organize; setting forth the object, the time and place of such meeting, shall be publicly read at the time of morning service, and on two Sundays next preceding said meeting by some clergyman of the church appointed by the Bishop.

Section 3. At the meeting a clergyman appointed by the Bishop shall preside. A Secretary shall be chosen. A book provided for a record of the proceedings of the meeting, in which shall be entered, first, the notice of the Ecclesiastical Authority, with the names subscribed to the same, the approval of the Ecclesiastical Authority, the record of the action taken for organization, the names of the vestrymen chosen for the first year, and any other matters of importance pertaining to the organization; and, second, the Constitution of Articles of Incorporation or Association adopted at the meeting.

Section 4. Parishes hereafter organized may be admitted into union with the Convention in this Diocese in accordance with Article XV of the Constitution, and upon compliance with the provisions thereof. Application for admission into union with the Convention shall be made within two years from the

CANONS 9, 10

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date of legal incorporation of the Parish; if not, the Bishop with the consent of the Standing Committee, may declare the permission to organize withdrawn, and the organization null and void.

Section 5. If a proposed new Parish is within the limit of an existing Parish, the written consent of the Rector and Vestry of the existing Parish shall first be had and obtained for the organization of a new Parish. If such consent cannot be obtained, the permission for the organization of a new Parish within the parochial limits of an existing Parish shall be vested in the Bishop of the Diocese, acting by and with the consent of the Standing Committee.

Section 6. For the purpose only of private or domestic pastoral ministrations, the residence, wherever situated, of each registered parishioner of any Parish or Mission shall be deemed a part of the Parish or Mission in which such parishioner is registered.

CANON 10  
Rectors, Parishes & Vestries

- Section 1. (a) At any time between the annual meeting of Diocesan Convention and the 25th of April following, after due notice publicly given at Divine Service on the two Sundays next preceding. There shall be held an annual meeting of the Parish for election of a Vestry and for the transaction of such business as may properly come before the meeting;
- (b) Special meetings of the Parish may be called by the Rector, or by the Vestry, if there be no Rector, and shall be called by the Rector upon a written request signed by a majority of the Vestry. Notice of any special meeting of the Parish shall be given at two regular services of the Church on at least one Sunday next preceding the day appointed for the special meeting;
- (c) At all Parish meetings the Rector (if there be one; if not, a Warden shall preside, the Clerk of the Vestry shall act as Clerk of the Meeting
- Section 2. (a) The number of Vestrymen, as prescribed in the Articles of Incorporation of each Parish, shall be not less than three nor more than fifteen,

and within these limits, the Parish, by a majority vote, may fix or change the total number elected annually. Baptized persons who are qualified electors shall alone be eligible: and at least two-thirds of the Vestrymen shall also be communicants. The Rector shall be ex-officio a member and Chairman of the Vestry;

- (b) The electors (as herein defined in Section 3.a, shall each year choose by ballot one-third of the whole number of Vestry members to serve for three years and until the election of their successors;
- (c) No member of a Vestry who is elected to a full three-year term shall be eligible for re-election to the Vestry until one year after the expiration of the term for which he was elected

Section 3. The electors shall be:

- 1. Communicants in good standing in the Parish age sixteen or older, whose names have been on the Parish Register for at least one month next preceding the Parish Meeting, who have made recorded contributions to the Parish budget, shown by the books of the Parish Treasurer;
- 2. Such other baptized persons of like age who for six months past have made recorded contributions to the Parish budget as shown by the records of the Parish Treasurer.

Section 4. At the first meeting of the Vestry after the annual election there shall be chosen a Senior Warden and Junior Warden, both of whom shall be communicants of the church and shall be vestrymen. In case the Parish be without a Rector or in case of the organization of a new Parish, both Wardens shall be elected by the Vestry; in all other cases the Rector shall appoint from the Vestry the Senior Warden, and the Vestrymen shall elect the Junior Warden.

Section 5. (a) At the first meeting of the Vestry they shall also elect a Clerk, who shall keep the minutes of the Vestry meetings and record them in a book provided for the purpose, and a Treasurer who shall receive and disburse the revenues of the Parish, as the Vestry shall direct. He shall keep an accurate account of all receipts and disbursements, rendering an annual account to the Vestry for audit and in addition thereto, an account at any time as the Vestry may direct. The books of both the Secretary

and the Treasurer shall always be open to the inspection of the Rector and the members of the Vestry of the Parish, and of the Bishop of the Diocese. Neither the clergy nor the Treasurer need be a member of the Vestry;

- (b) There shall be no meeting of the Vestry unless the Rector, if there be one, and a quorum of the Vestry be present; provided, that if the Rector be absent from the Parish, or, if when notified of the meeting, he shall decline or neglect to be present, the meeting shall be valid if there be a majority of the Vestry, including one Warden, present. Voting by proxy shall not be permitted.

Section 6.

- (a) It shall be the duty of the Wardens of every Parish to give written notice to the Ecclesiastical Authority of an impending vacancy in the Rectorship no later than ten (10) days after such an impending vacancy is made known. Subsequent to such notice, the Wardens shall counsel with the Ecclesiastical Authority, he or it will recommend to the Wardens the persons whom he or it deems qualified for consideration as nominees for the Rectorship of such Parish.
- (b) A Rector shall be elected at a meeting of the Vestry by affirmative vote of at least two-thirds of the Vestry given by written ballot. He shall have been nominated at a meeting of the Vestry held not less than two weeks prior to the meeting at which the election takes place.
  - (1) If a nominee is not taken from the group recommended by the Ecclesiastical Authority the name of the clergyman proposed as a nominee shall be made known to the Ecclesiastical Authority. The Ecclesiastical Authority shall respond to such proposal in writing or by conference with the Vestry within twenty (20) days. The Vestry must consider such response at a meeting duly called for that purpose.
  - (2) No election shall be valid unless and until the Ecclesiastical Authority has filed with the Vestry a statement that, so far as he or it knows or believes, the person nominated is a fit and qualified presbyter of this church, and the nomination is approved.



- (c) The call of the Rector-elect shall be in writing and express distinctly any special conditions, together with the stipulation as to salary and allowances. When the call has been accepted in writing the contract shall be complete. The contract may be revised by written agreement between the Rector and Vestry. Any dispute between a Rector and Vestry concerning the contract of call or subsequent modifications shall be arbitrated by the Ecclesiastical Authority.

Section 7.

- (a) The Rector or Priest-in-Charge of a Parish, by virtue of his office, has exclusive charge of all rites, ceremonies and ordinances of the Church, and the worship with the music and ritual accessories thereto, subject and answerable only to the Bishop. He is entitled at all times to have access to the church building, and to open the same as he may deem proper for public worship, for the celebration of Holy Communion, for baptisms, marriages, burials and religious instruction, and for other rites and ceremonies authorized by the Church or by the Ecclesiastical Authority of the Diocese. He shall have control of the alms received at Holy Communion for pious and charitable purposes, unless a different arrangement regarding the same shall be agreed to by both Rector and Vestry. All sums so received shall be accounted for to the Annual Parish Meeting. He shall have the direction and control of the Church School and of all guilds and organizations within the Parish.
- (b) No clergyman shall officiate within the Cure of another clergyman without the request or consent of the incumbent; or, in his absence or incapacity, that of the Wardens of the Parish.

Section 8.

Assistant ministers may be appointed by the Rector, on terms and conditions as are agreed by the Rector and Vestry and the clergyman concerned. The proposal of any clergyman for such appointment must be accompanied by a statement signed by the Bishop, if there be one, that so far as he knows and believes, the person nominated is a fit and qualified clergyman of this Church or of a Church in communion with it, and that he approves such nomination.



CANONS 10, 11

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- Section 9. It shall be the duty of the Vestry to aid and support the Rector in all efforts for the spiritual welfare and growth of the Parish. The Vestry shall transact the temporal affairs of the Parish. They shall have charge of the church and other buildings of the parish, and see that the same are repaired and improved as need may require and that they are kept insured against loss by fire. It shall be the duty of the Vestry to prevent the use of the church buildings for any secular or other purpose not authorized by Constitution and Canons of the Church, or such as becometh not the Church of God.
- Section 10. The Wardens shall be charged with the care of the Holy Vessels and all other property of the parish used in the service of the Church, and shall see to it that the same is properly provided. They shall preserve order and decorum at the time of Divine Service.
- Section 11. No Vestry or Bishop's Committee shall encumber or alienate any church, chapel, rectory or other parish building, or any land pertaining thereto without the previous consent of the Bishop, acting by and with the Standing Committee of the Diocese.
- Section 12. No Vestry or Bishop's Committee shall remove, take down or otherwise dispose of any church, chapel, rectory or other parish building, nor shall the location thereof be changed, without the previous written consent of the Bishop, acting by and with the Standing Committee of the Diocese.
- Section 13. Meetings of the Vestry may be called by the Rector, and shall be called by him at the written request of any three members of the Vestry, including one Warden.

CANON 11

Parish Registers and Parochial Reports

- Section 1. Every Parish and Mission shall have a Parish Register in which to record the information required under the provisions of the General Church Canons.
- Section 2. Each Parish and Mission shall prepare and forward to the Diocesan Office, no later than February first of each year, the Annual Report required under the Provisions of the General Church Canons.

- Section 3. The Parish Register and the Annual Report shall be the responsibility of the Minister in Charge, or in the absence of a Minister, the responsibility of a Warden in the case of a Parish, and of some person appointed by the Bishop in the case of a Mission.
- Section 4. Upon the dissolution of a Parish or Mission, the Register provided for in this Canon shall immediately become the property of the Diocese, and the Bishop shall take charge thereof.

CANON 12  
Missions

- Section 1. It shall be competent for any number of adult persons, not less than twenty-five, (of whom at least three must be males), who are attached to the Protestant Episcopal church and desirous of sustaining the services in any community, town, city or district, to be organized as a Mission, on application to the Bishop in the following manner:

Reverend Father in God: We, the undersigned, residents of \_\_\_\_\_ County, in the Diocese of Olympia, being desirous of having the services of the Church, and ready, according to our several abilities, to sustain the same, do hereby request you to provide for us as you may deem proper and expedient.

We do hereby declare ourselves, individually and collectively, ready to do what in us lies, to support and maintain the regular worship of the said church, and promote its influence in our neighborhood; and we do promise conformity to the doctrine, liturgy, rites and usages of the Protestant Episcopal Church. We put ourselves under your charge and will reverently obey your authority. We promise conformity to the Constitution and Canons of the General Convention, and to those of the Diocese of Olympia, and the rules and regulations of the Convention. In Accordance with these obligations and promises we now ask the privilege of being organized as a Mission under the name of \_\_\_\_\_ Church.

CANON 12

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Furthermore we agree to raise annually among ourselves and faithfully pay (of) the sum of \_\_\_\_\_ dollars per annum for the support of our local congregation and the Church throughout the world, (remaining) and,

Furthermore, we agree to abide by and follow the policy and procedure of the Diocese of Olympia, as set forth by the Mission Policy Manual.

Faithfully yours,

This application shall be signed in ink by all the adults who propose to be members of the Mission.

- Section 2. If the Bishop consents to the organization of a Mission he shall make such consent known in writing to the applicants, and shall appoint and send a member of the clergy, as Vicar, to take charge of same.
- Section 3. The Bishop shall appoint for the first year, and after that annually, a committee to be known as the Bishop's Committee, which shall represent the Bishop in the management of the temporal affairs of the Mission. The vicar shall be an ex-officio member of the Bishop's Committee and when present shall preside. The duties of the Bishop's Committee and of the officers shall be as set forth in the Mission Policy Manual.
- Section 4. At any time between the annual meeting of the Diocesan Convention and the 25th of April following, after due notice publicly given at Divine Service on the two Sundays next preceding, there shall be held the annual meeting of the Mission for the purpose of nominating qualified persons for the Bishop's Committee, and for the transaction of such other business as may properly come before the meeting.
- Section 5. The title to real estate given to or purchased by the Mission shall be vested in the corporation known as the "Diocese of Olympia, Inc." But no gift or purchase of land shall be accepted or made, nor any location of a church site decided upon, nor building erected hereon, without the consent of the Bishop and Council.

- Section 6. Before any Mission contracts to purchase any real estate, either by full payment of the purchase price or by partial and deferred payments, it shall be necessary for the Bishop's Committee to obtain the previous written consent of the Bishop, acting by and with the Standing Committee of the Diocese, and their approval of the terms of the contract for such purchase; and such consent and approval shall be stated in the contract and in the deed of conveyance which shall be inserted when made to the "Diocese of Olympia, Inc."
- Section 7. The Vicar of a Mission having been appointed by the Bishop, may resign to, or be removed by, the Bishop only. He shall, after consultation with the Bishop's Committee from time to time, appoint the sexton, organist, choir leader, Sunday School superintendent, and such other helpers as may be necessary. If there be no Vicar, the right of appointment of all helpers to serve during the vacancy shall be in the Bishop's Committee.
- Section 8. The failure of the people of a Mission to perform their agreement as stated in the application for organization may warrant the Bishop, by and with the consent of the Standing Committee, in withdrawing the member of the clergy and dissolving the organization, in which case, as well as in case of the temporary abandonment of services, all the property of the Mission shall be placed in the custody of the Bishop, and shall become the property of the "Diocese of Olympia, Inc."

CANON 13

Business Methods in Church Affairs

- Section 1. In every Parish, Mission and Institution connected with this diocese, the following standard business methods shall be observed:
- (a) Trust and permanent funds and all securities of whatsoever kind shall be deposited with a Federal or State Bank, or a Diocesan Corporation, or with some other agency approved in writing by the Ordinary, under either a deed of trust or an agency agreement providing for at least two signatures on any order of withdrawal of such funds or securities. But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for

- acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them;
- (b) Records shall be made and kept of all trust and permanent funds showing at least the following:
    - (1) Source and date.
    - (2) Terms governing the use of principal and income.
    - (3) To whom and how often reports of conditions are to be made.
    - (4) How the funds are invested;
  - (c) Treasurers and custodians, other than banking institutions, shall be adequately bonded;
  - (d) Books of account shall be so kept as to provide the basis for satisfactory accounting;
  - (e) All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by an Independent Certified Public Account, or independent Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee, Department of Finance, or other appropriate Diocesan authority. All reports of such audits, including any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority, not later than 30 days following the date of such report, and in any event, not later than September 1 of each year covering the financial reports of the previous calendar year.
  - (f) All buildings and their contents shall be kept adequately insured;
  - (g) The Ordinary shall report annually to the Convention of the Diocese on its administration of this Canon.

Section 2.

No Vestry, Trustee, or other body, authorized by Civil or Canon Law to hold, manage or administer real property for any Parish, Mission, Congregation or Institution, shall encumber or alienate the same or any part thereof (save for



the refinancing of an existing loan) without the written consent of the Bishop and Standing Committee of the Diocese, under such further regulations as may be prescribed by the Canons of this Diocese or the National Convention.

Section 3. All clergy employed with the Diocese in clerical positions shall be covered by a written agreement specifying terms as to compensation, including housing and utilities allowances, pension and insurance benefits, and business expense allowances, which are not inconsistent with the Constitution and Canons of the National Church and Diocese of Olympia.

Section 4. Acting through the Convention, the Diocesan Council shall periodically recommend the establishment of a minimum annual compensation applicable to all clergy employed as set forth in Section 3 above. Once adopted by Convention, written compensation payments shall not be less than the established minimum without the written concurrence of the Bishop.

CANON 14  
Church Dept

Section 1. No indebtedness shall be incurred by a Parish, Mission or Congregation without the approval of both the Bishop and Standing Committee except:

- (a) Indebtedness for permanent improvement, replacements or additions to real estate or equipment, where the amount of such indebtedness, plus indebtedness of every kind already existing, shall not exceed 150% of the average annual receipts of such Parish, Mission, or Congregation during the past three years;
- (b) Indebtedness for current expenses where the amount of such indebtedness, plus all indebtedness heretofore incurred for current expenses and still existing, shall not exceed 20% of the total current receipts of such Parish, Mission or Congregation during the preceding fiscal year; the payment of all such indebtedness shall be provided for in the budget of the next ensuing fiscal year with the reasonable expectation of its payment out of the receipts of the next two years.



CANONS 14, 15

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- Section 2.        Provided that in computing receipts under paragraph (a) and (b) hereof, amount from or for endowments or from or by bequests, except income therefrom not specially designated, and receipts for expenditures other than parochial, shall not be included.
- Section 3.        Provided that under any circumstances under which approval is required, it shall be granted only when the payment of all indebtedness shall be provided for in a plan of amortization or other method of payment to be submitted to and approved by the same authority.
- Section 4.        This Canon shall not apply to the refinancing of an existing loan.

CANON 15  
Dormant Parishes

- Section 1.        If any Parish shall for three years fail to elect a Vestry, or to make a report as required by Canon, the Bishop may report the fact to Convention. Its union with Convention may, upon motion and vote as prescribed in Article XVI of the Constitution, be suspended or dissolved and it may not be restored until it shall comply with such conditions as Convention may prescribe.
- Section 2.        It shall be the duty of the Bishop to take the necessary steps to preserve the property of such Parish for the benefit of the Church.
- Section 3.        If any Parish shall have failed, by March 1st of any year, to have done any one or more of the following:
- (a)        Paid any assessment lawfully levied by Convention or required by the Constitution and Canons for the preceding calendar year;
  - (b)        Paid in full the contractual salary and support of its Rector for the preceding calendar year;
  - (c)        Paid in full the premium required by the regulations of the Church Pension Fund to that Fund for the pension of its clergy for the preceding calendar year;

Section 3      Then such Parish shall be classified as a Parish unable to support a Rector without missionary aid and the Bishop shall, within thirty days thereafter make an Episcopal Visitation to such Parish, and if such delinquent payment has not be completed by the end of this Visitation, shall report the facts to the Standing Committee. The Bishop, after consultation with the Standing Committee, may report to Convention that said Parish is unable to support a Rector without missionary aid. In such case Convention, may, upon motion and vote as prescribed in Article XVI of the Constitution, change the status of said Parish to that of an Organized Mission. Restoration to Parish status may be effected by any subsequent meeting of convention upon the recommendation of the Bishop.

Section 4.      Whenever the status of a Parish is changed to that of an Organized Mission, the Parish Corporation shall immediately transfer title to all its property and assets to the Diocese of Olympia, Inc., which shall hold title thereto as provided for in the Constitution and Canons, and the officers and members of such Parish Corporation shall take all steps necessary to effectuate such transfer.

CANON 16  
Episcopal Visitation

Section 1.      Visitation by the Bishop is of inherent and transmitted authority and is indispensable for the exercise of the Episcopal functions within his jurisdiction.

Section 2.      At least once in every three years the Bishop shall:  
                   (a) Meet with and advise the clergy;  
                   (b) Consider the spiritual state of the Parish or Mission;  
                   (c) Examine the Parish Register and records;  
                   (d) Inspect the Parish property

Section 3.      On occasions of Canonical visitation the Bishop controls the services, to take to himself or assign to others such portion of them as he may think proper; and he may also designate the purpose for which the offering of the people is taken.

CANONS 17, 18, 19

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CANON 17  
Stated Offerings

It is hereby made the duty of each minister in charge of a Parish or Mission in this Diocese and, in the absence of any such minister, the duty of the Vestry or Bishop's Committee to take the following offerings at the times and for the purpose hereinafter stated:

- Section 1.       The Church School Lenten Offering, for special missionary purpose designated by the Episcopal Council.
- Section 2.       An offering on Thanksgiving Day or the Sunday previous or following, for the Diocesan Emergency Fund or for such other purposes as the Convention or Council may determine.
- Section 3.       An offering for the Bishop's Discretionary Fund on the day of the canonical visitation of the Bishop.

CANON 18  
Lay Readers

No person shall be authorized to officiate regularly as a Lay Reader in this Diocese without a written license from the Ecclesiastical Authority, for a term not to exceed three years. Lay Readers shall in all cases conform to the provisions of the Canon of General Convention. When not officiating in the Parish or Mission for which they are appointed they shall be under the direction of the President of the Convocation in which they may reside, or such other Diocesan official as the Bishop may designate.

CANON 19  
The Church Pension Fund

- Section 1.       In conformity with the legislation adopted by the General Convention of 1913, pursuant to which the Church Pension Fund was duly incorporated, and in conformity with the Canon of General Convention, "Of the Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of Olympia hereby accepts and acknowledges the Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America, and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint, annually, upon the opening of Convention, a Committee of the Church Pension Fund to consist of two presbyters and two laymen, for a term of one year, and until their successors shall have been appointed or qualified, and the Bishop shall from time to time fill by appointment any vacancies in said committee caused by resignation, death or inability to act.

Section 3. The duties of said Committee shall be as follows:

- (a) To be informed of, and to inform the clergy and laity of this Diocese of the pension system created by the General Convention and committed by it to the Trustees of the Church Pension Fund in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their widows and minor orphan children in the event of death;
- (b) To receive reports from the Church Pension Fund, from time to time, on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by the parishes;
- (c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention;
- (d) To cooperate with the Church Pension Fund in doing all things necessary or adviseable in the premises to the end that the clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.

Section 4. It shall be the duty of this Diocese and of the parishes, missions and other ecclesiastical organizations therein, each through its treasurer or other proper official, to inform the Church Pension Fund of salaries and other compensation paid to clergymen by this Diocese, parishes, missions and other ecclesiastical organizations for services rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such salaries and other compensation as they occur; and to lay promptly to the Church Pension Fund the pension assessments required thereon under the Canon of the General Convention and in accordance with the Rules of said Fund.

CANONS 19, 20

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- Section 5. It shall be the duty of every clergyman canonically resident in or serving in this Diocese to inform the Church Pension Fund promptly of such facts as dates of birth, of ordination or reception, of marriage, births of children, deaths, and changes in cures or salaries as may be necessary for its proper administration and to cooperate with said Fund in such other way as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

CANON 20  
Convocation

- Section 1. For the purpose of promoting greater unity in the Diocese and the work of church extension within its borders, the Diocese adopts the system of Convocations.
- Section 2. The Diocesan Council, with the approval of the Bishop, shall divide the Diocese into Convocations, and whenever deemed advisable, change either or both the number and boundaries of the Convocations.
- Section 3. All clergymen resident within the Convocation and delegates and alternates to the annual Diocesan Convention from parishes, missions and mission fields within the convocation shall be voting members of such convocation at all meetings thereof.
- Section 4. Each Convocation may enact by-laws for the conduct of its affairs, subject to the approval of the Ecclesiastical Authority.
- Section 5. Each Convocation shall hold its Annual Meeting at the first Convocation Meeting following the Annual Diocesan Convention.
- Section 6. Election of Officers (to Convocations)  
(a) At its Annual Meeting in 1986 and each two years thereafter, each Convocation shall elect one clergy and one lay communicant member of convocation as its officers, one to serve as President and the other to serve as Vice President. Newly elected officers shall take office at the convocation meeting following the next Annual Meeting of the



Diocesan Convention. The convocation officers shall serve a term of two years, provided, however, that if at any time a Convocation meeting is held there is for any reason a vacancy in one of said offices, the unexpired term of such vacated office shall be filled by an election to such office for the period of such unexpired term.

- (b) The Convocation lay officers shall be deemed elected as delegates-at-large to Convention during their terms of office.

- Section 7. The President of Convocation shall:
- (a) Convene Convocation Meetings;
  - (b) Preside at Convocation meetings, except that the Bishop, when present, shall be entitled to preside.
  - (c) Perform such other duties as the Bishop may assign.

CANON 21  
Communicants

- Section 1. The members of the Church shall be all persons who have received the Sacrament of Holy Baptism in accordance with the Doctrine and Worship of the Church, which rite shall be performed by a minister or by a baptized person.

- Section 2. A Communicant of the Church is a baptized person who has been confirmed by a Bishop of the Church, or of any Church in communion with the Church, or who, having been confirmed in a Church having apostolic succession and who has received Baptism and has been formally admitted to the Holy Communion as being ready and desirous to be confirmed.

- Section 3. A Communicant in good standing is a person who has been confirmed, as defined in Section 2 above, and who:
- (a) Makes his or her Communion at least three times a year, unless for good cause prevented
  - (b) Is a recorded contributor to the support of Church with money or with personal service.

- Section 4. It is the duty of every Communicant moving from one Parish to another to apply for a certificate of his standing. This "Letter of Transfer" is exchanged between the rectors or ministers of the parishes or congregations involved and its acceptance must be formally acknowledged before the transfer is complete.



CANONS 21, 22

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- Section 5. It is the duty of the minister in any Cure, learning of the removal of any member of his parish or congregation to another Cure, without having secured a letter of transfer, to transmit to the minister of such Cure a letter of advice informing him thereof.
- Section 6. No clergyman of this Diocese shall enter the name of any Communicant upon the Parish list, except those confirmed in his parish or mission, until such certificate as required in Sections 4 and 5 has been delivered to him, or a satisfactory reason given why the same has not been obtained. in this latter case, notice of such enrollment must be sent to the minister of the Cure from which the member has been removed.

CANON 22

Commission on Church Architecture

- Section 1. There shall be a commission of the Diocese to be known as the Commission on Church Architecture, which shall consist of the Bishop, together with two clergymen and two laymen to be appointed annually by him; and the Bishop shall have the power to add to this number.
- Section 2. It shall be the duty of every Mission to lay before this Commission the plans of any new church, chapel, or other church building or of proposed changes in any existent church, chapel, or other church building, and no such building may be erected without the approval in writing of such Commission.
- Section 3. It shall be the duty of every Parish, by its rector, wardens and vestrymen, to lay before this Commission the plans of any new church, chapel, or other parish building, or of proposed changes in any such existent building, for their counsel and advice, which council and advice shall be given in writing within one calendar month after the receipt of said plans.

CANON 23  
The Commission on Ministry

Section 1. There shall be a Commission on Ministry consisting of ten members.

- (a) One member of the Commission shall be a member of the Standing Committee, who shall be appointed for a one-year term by the Bishop at the Annual Convention. Such member may be re-appointed.
- (b) Of the remaining nine members of the Commission, not less than three nor more than six shall be clergy Canonically resident in the diocese and not less than three nor more than six shall be lay communicants in good standing in the diocese. Except for the initial appointments provided by subparagraph (d) hereof, these, members shall be appointed by the Bishop at the Annual Convention, subject to confirmation by the convention for three-year terms. No such member may serve during more than two successive three-year terms to which he shall have been appointed;
- (c) If a vacancy occurs on the Commission, the Bishop shall fill the vacancy for the unexpired term.
- (d) The first membership of the Commission established by this Canon shall be as follows: As soon as possible after the Canon is adopted, the Bishop shall appoint three members for one year, three members for two years, and three members for three years. they shall not require Convention confirmation. He shall also appoint the member from the Standing Committee to serve during the first year. Thereafter, all appointments shall be made in the manner and for the terms specified in paragraphs (a) and (b) of this Section 1.

Section 2. (a) The Commission on Ministry shall have the duties and responsibilities prescribed in Title III, Canon 1, of the Canons of the General Convention of the Episcopal Church. It shall assist the Bishop in matters pertaining to the enlistment and selection of persons for Ministry, in the guidance and pastoral care of Candidates for Holy Orders, of Deacons, Deaconesses, and Professional Church Workers, and in matters pertaining to the continuing education of the Ministry;

## CANON 23

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- (b) It shall interview Candidates and shall, upon assignment by the Bishop, conduct, evaluate, and report upon canonical examinations. The Commission shall report promptly in writing to the Bishop the results of all interviews and examinations conducted by it or for it, whether satisfactory or unsatisfactory, making separate reports upon each person examined. The Bishop shall transmit these reports to the Standing Committee who shall in no case recommend a person for admission as a Candidate for Holy Orders, or recommend a Candidate for Holy Orders for ordination to the Diaconate or Priesthood, until it shall have received and considered the report of the Commission on Ministry;
- (c) The Commission on Ministry shall have such other responsibilities as are placed upon it by the Canons of the General Convention, by the Canons of the Diocese, and as may be assigned to it by the Bishop.

Section 3. The Commission on Ministry may adopt rules for its work. Such rules shall be consistent with the Canons of the General Convention and of the Diocese, and shall be subject to the approval of the Bishop. These rules may include authorization for the appointment of committees of the Commission to act on its behalf. The Commission may co-opt persons, clerical and lay, who are not members of the Commission, for its committees or for special assignments, and the commission may give such persons seat and voice, but no vote, at meetings of the Commission.

Section 4. At the first meeting of the Commission following the Annual Convention, the Bishop shall appoint a Convener and the Commission shall elect a Secretary from among the members. The Secretary shall keep a record of Commission proceedings, which shall be open at all times to members of the Commission, and to the Bishop and Standing Committee. The Commission shall make an annual report of its actions and activities to the Diocesan Convention.

CANON 24  
The Commission on Personnel

- Section 1. There shall be a Commission on Personnel consisting of eight members appointed by the Bishop:
- (a) Three members of the Commission shall be clergy canonically resident in the Diocese and shall include at least one rector and one vicar;
  - (b) Five members of the Commission shall be lay communicants in good standing in the Diocese;
  - (c) Initially, four members shall be appointed for a one-year term and the remainder for two-year terms. Subsequently, all appointments shall be for a two-year term with one-half of the membership subject to annual appointment. No individual member may serve more than two successive terms;
  - (d) The Chairman of the Commission shall be a lay person selected by the Bishop, and shall be empowered to fill vacancies on the Commission subject to confirmation by the Bishop.

- Section 2. The Commission shall be responsible for developing and recommending plans or action by the Bishop, Convention or Diocesan Council concerning the following:
- (a) Compensation and employment guidelines applying to clergy employed within the Diocese, including matters related to stipend, allowances and employment agreements as set forth in Canon 13, Sections 3 and 4;
  - (b) Compensation and employment guidelines applying to lay employees of the Diocese.
- The Commission shall recommend to the Diocesan Council overall compensation changes that bear upon development of the proposed Diocesan Program and Budget for the following year. The Commission shall also report annually to Convention with its findings and recommendations concerning (a) and (b) above.

- Section 3. By resolution of Convention, the recommendations of the Commission may be adopted as either advisory guidelines or as policy applying to the Diocese and its parishes and missions.

- Section 4. The Commission shall make its services available on an advisory basis to any clergy, vestry, or Bishop's Committee of the Diocese desiring its assistance and counsel. It shall also consult periodically with the Bishop as to its activities and on matters where the Bishop desires counsel of the Commission.

CANONS 24, 25

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- Section 5. There shall be an annual report by this Commission to the Diocesan Convention.

CANON 25  
Diocesan School of Theology

- Section 1. There shall be a Diocesan School of Theology, accountable to the Bishop, the purpose of which shall be to provide opportunities for:
- (a) Lay persons to expand their understanding of the faith and its traditions of the Church;
  - (b) Training for diaconate;
  - (c) Training for specialized ministries;
  - (d) Continuing theological education.
- Section 2. There shall be a Dean of the School appointed by, and accountable to, the Bishop. The Dean shall be responsible for the management of the School and its program.
- Section 3. There shall be a Board of Directors thereof consisting of ten members.
- (a) Six members shall be appointed by the Bishop for a three-year term (initially, two members shall be appointed for a one-year term, two for a two-year term, two for a three-year term). One of the members shall be designated annually by the Bishop as Chairman of the Board.
  - (b) One member selected for a one-year term, by and from the faculty of the School, with the option of reappointment, one member selected for a one-year term by and from the student body of the School, with the option of reappointment, and one member selected from the Bishop's Commission on Education for a one-year term, with the option of reappointment.
  - (c) The Dean of the School of Theology.
- Section 4. The Board shall be accountable to the Bishop. Its basic function shall be to:
- (a) Oversee, review and evaluate the program of the School and ensure that its purpose is being carried out.
  - (b) Provide support to the Dean and faculty;
  - (c) Provide to the Diocese at large information concerning the School and its programs;
  - (d) Study the trends and needs in alternative theological education in the Episcopal Church, and consult with and advise the Bishop, Commission on Ministry and other appropriate bodies regarding applicability in this Diocese.



CANON 26  
Of the Dissolution of the Pastoral Relation

- Section 1. Except as otherwise provided in the Canons of the Protestant Episcopal Church, a Rector may not resign as Rector of a Parish without the consent of its Vestry or Trustees, whichever may be authorized to act in the premises, nor may any Rector canonically or lawfully elected and in charge of any Parish be removed therefrom by said Vestry or Trustees against his will, except as hereinafter provided.
- Section 2. If for any urgent reason, a Rector of a Parish or the Vestry, Trustees or other body authorized to elect a Rector in the Parish shall desire a separation and dissolution of the pastoral relations, and the parties be not agreed respecting a separation and dissolution, notice in writing shall be given by either party to the Ecclesiastical Authority of the Diocese.
- Section 3. As chief pastor of the Diocese, the Bishop thereupon shall appoint one Presbyter and one Lay Person, neither of whom is a member of the parish involved, to make a report to the Bishop stating the nature of the dispute and the respective positions of the Vestry or Trustees and the Rector. Such report shall be delivered to the Bishop, the Rector and the Vestry or Trustees within 60 days of their appointment by the Bishop. Upon receipt of the report, the Bishop shall hold a hearing at which each of the parties shall participate in good faith and labor for an amicable resolution of differences. Each party shall be entitled, but not compelled, to have representation at such hearing. Within 15 days after conclusion of the hearing, the Bishop shall make written findings of fact and provide copies thereof to both parties.
- Section 4. After receipt of the Bishop's findings, if either party shall continue to desire dissolution of the pastoral relation, that party shall notify the Bishop in writing within 30 days and the Bishop shall proceed as follows:
- (a) Within 30 days after receipt of such notice, the Bishop shall render a godly judgement, with the advice and consent of the Standing Committee. The Bishop shall be the ultimate arbiter and judge.



CANON 26

- (b) If the Bishop's judgement is that the pastoral relation is to be continued and either party is not in agreement, the Bishop shall require the parties to agree on definitions of responsibility and accountability for Rector, Vestry and Congregation.
- (c) If the relation is to be dissolved:
  - (1) The Bishop's judgement shall set forth in writing the reasons for the dissolution.
  - (2) Copies of the Bishop's findings and judgement shall be sent to the Secretary of the Diocesan Convention to be recorded and shall be held in confidence except, that at the request of the Rector, they shall be available to public inspection.
  - (3) The Bishop may require such compensation or indemnity as shall seem just and reasonable and may undertake to offer as may be suitable, such supportive services as career counseling and vocational retraining.

Section 5. In the event of the failure or refusal of either part to comply with the terms of such judgement, the Bishop may impose such penalties as may be provided by the Constitution and Canons of the Diocese; and in default of any provisions for such penalties therein, the Bishop may act as follows:

- (a) In the case of a rector, inhibit such Rector from officiating in such parish until the priest shall comply with said judgement.
- (b) In the case of a Vestry or Trustees, recommend to the Diocesan Convention that the union of the Parish with Convention shall cease until they have complied with the Bishop's judgement.

Section 6. If there be no ordinary, the Ecclesiastical Authority shall select a Bishop of an adjacent Diocese to act as the Bishop, and with like force and effect.

- Section 7. For urgent cause, the Bishop may extend the time periods specified in this Canon, provided that every reasonable step be taken to expedite these proceedings. All parties shall be notified in writing of the exact length of any time extension that may be provided.
- Section 8. Statements made during the course of proceedings under this Canon are not admissible in any proceedings under Title IV of the Canons of the Episcopal Church as adopted by the General Convention. The above rule does not, however, require the exclusion of evidence in proceedings under Title IV, which is otherwise discoverable and admissible, merely because it was presented in proceedings under this Canon.

CANON 27

Presentment and Trial of a Presbyter or Deacon

- Section 1. Whenever any minister of this Diocese, not being a Bishop thereof, shall become "liable to presentment and trial" under the provisions of any Canon of General or Diocesan Convention, the mode of proceeding in this Diocese shall be as hereafter outlined.
- Section 2. The trial shall be on a presentment in writing, addressed to the Bishop of the Diocese, specifying the offense or offenses of which the accused is alleged to be guilty, with reasonable certainty of the time, place and circumstances. Such presentment may be made by:
- (a) A majority of the Vestrymen of a Parish or by any five members of a mission, of which the accused is the minister;
  - (b) Three presbyters of the Diocese.
- Section 3. Whenever, from public inquiry or otherwise, the Bishop shall have reason to believe that any clergyman is under the imputation of having been guilty of any offense or misconduct for which he is liable to be tried, and that the interest of the Church requires an investigation, it shall be his duty to appoint a Court of Inquiry of five persons, of whom three at least shall be presbyters, to examine the case, a majority of whom may make such examination, and if there is, in judgement, sufficient ground for presentment, they shall present the clergyman accordingly.

## CANON 27

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- Section 4. Any minister of this Diocese against whom charges are made or evil reports are current, from public rumor or otherwise, may request the Bishop in writing that Court of Inquiry be appointed in like manner to make investigation. No presentment may be made in any case on account of an offense committed more than three years previously.
- Section 5. A presentment being made, the Bishop shall have the power to dismiss it wholly or in part if the facts charged do not in his judgement constitute an offense or if only a part of them do. When it is allowed in whole or in part, the Bishop shall cause a copy of it to be served on the accused, setting a date also in this notice when it shall come before the Ecclesiastical Court of the Diocese, at least thirty days later.
- Section 6. The court shall consist of three presbyters and three laymen, nominated by the Bishop and elected annually by Convention. Vacancies on the Court may be filled by the remaining members. A majority of the members shall be sufficient for trial.
- Section 7. If a clergyman presented shall confess the truth of the facts alleged in the presentment, the Bishop shall pass sentence according to the provisions of the General Church Canons.
- Section 8. The accused shall have the right to challenge any members of the court for good and sufficient causes, which causes are to be determined by the remaining members of the Court.
- Section 9. If a clergyman presented, after having had due notice, shall not appear before the Court for his trial, the Court may proceed as if he were present.
- Section 10. In trial, the Court shall hear such evidence as shall be produced, which shall be reduced to writing and signed by the witnesses respectively. The Court shall state its judgement to the Bishop as to the sentence to be pronounced, and he shall proceed accordingly.

CANON 28  
Questions of Procedure

The latest Revised Edition of Robert's Rules of Order shall determine questions of procedure not specifically provided for in these Canons.

CANON 29  
Amendment or Repeal

These Canons may be amended or repealed or new ones enacted at any Annual Meeting of Convention by vote of a majority of each Order. Such changes, new Canons, or the repealing of a Canon now in effect shall first be submitted to the Committee on Canons as provided in Canon 4.

CANON 30  
Date of Taking Effect

These Canons, and all Canons or amendments hereafter enacted, unless otherwise ordered, shall take effect upon the adjournment of the meeting of Convention at which they are enacted; or immediately upon adoption if consent by unanimous vote of Convention is given.

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\*References to the Constitution are in Roman Numerals  
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### ANNIE WRIGHT SCHOOL REPORT

The first few months of the 1986-87 academic year at the Annie Wright School have reflected the growth and strength the school has enjoyed in the past three years. Enrollment, once again, is up, the Centennial Capital Campaign is enjoying a remarkably successful conclusion, a few new, well qualified professionals have joined our faculty and staff, and the School buildings and campus have benefited from numerous remodeling and renovation projects. Headmaster Robert D. Klarsch has begun his fourth year at Annie Wright with the support of the Board of Directors and of the entire Annie Wright community.

The Annie Wright School began the school year anticipating the opening of the School's new Enid Jackson Kemper Center for Athletics and Performing Arts. The dedication of this new \$2.25 million facility was held on October 21 and 22, 1986 and was attended by numerous members of the Kemper family which, through the Enid and R. Crosby Kemper Foundations of Kansas City, Missouri, donated the funds for its construction. This gift was given to the School as part of the Centennial Capital Campaign the Annie Wright School Board of Directors initiated in 1983. The Center includes a 359 seat theater with state-of-the-art acoustics and sound and lighting systems and a full-sized gymnasium. Other features of the Center are a dance studio, a weight room and locker and dressing rooms. The Rt. Rev. Robert Cochrane, Bishop of Olympia, delivered the dedicatory prayer at the formal dedication of the evening on October 22.

The School began the academic year with 328 students. The Lower School has 192 students, 80 of whom are boys. The School introduced its day and boarding Middle School program this year and currently enrolls 44 girls in grades 6-8. The Upper School has 92 girls in grades 9-12. Five Middle School students board as do 60 Upper School students. Resident students come from cities throughout Washington, ten U.S. states and six foreign countries. The AWS Admissions office was pleased this year as it was last year with the caliber of student enrolled. Those who were admitted are considered to be appropriate to the School, able to meet the academic requirements and to add to the richness of the extracurricular program as well.

Last year the Public Relations and Admissions offices of the Annie Wright school coordinated a marketing effort which included market research on the boarding program and the then proposed coed Middle School. Based on the findings of the research, a marketing plan was developed which resulted in the preparation of a brochure which focused on the residence department and which was mailed to 20,000 girls in the seven states which make up the School's primary market.

A new Upper School viewbook was also produced and mailed to all those who responded to the mailing. The results of the marketing project have been very positive and the School will repeat its

efforts this spring. The School will focus marketing efforts on its new Middle School and its pre-Kindergarten program.

The School made important strides in refining its Middle School program. The sixth, seventh and eighth grade students benefited from a curriculum designed to meet their own particular needs and from their own extracurricular and athletic activities. Boys will be introduced to the Middle School in the sixth grade class next September, to the seventh grade class in 1988 and to the eighth grade class in 1989. Plans are being made now to remodel a portion of the existing building for Middle School classrooms and meeting space.

Students in our 1985 graduating class were accepted at a variety of competitive colleges and universities. Brown University and Colby, Whitman and Linfield Colleges each accepted an AWS student as Early Decision Candidates. Other colleges our 1986 graduating class are now attending include Stanford University, Smith, Vassar and Franklin and Marshall Colleges, and the Universities of Washington, Puget Sound, California and San Diego. This year's seniors began to meet with the Upper School Director in early September to discuss college plans and five of them joined her for a tour of 12 college campuses in the Northeast in October.

The Centennial Capital Campaign which began in October 1983 has raised nearly \$5 million dollars in contributions and pledges from alumnae, friends and local and national foundations. The Campaign was extended past its original December 31, 1985 conclusion date when its continued success encouraged additional efforts to secure donations. A large percentage of the monies raised have been earmarked for endowment for scholarships, campus improvements and faculty salaries.

The Rev. W. Clark Berge began his second year as Chaplain at Annie Wright. Father Berge has made important strides in the development of a strong community outreach program in the Middle and Upper School and worked with the AWS Parents Association to coordinate an all-school Christmas project which collected food items and new clothing and toys for 12 needy families in the Tacoma area. He has spent much time this year working with the Religious Life Committee to define the Annie Wright religious life program and to assure its continued emphasis at the School.

The Annie Wright School welcomes seven new members to its Board of Directors: Mrs. William Broderick, Mrs. Donald Cooper, Mr. Leroy Lewis, Mr. John McClelland, Mr. William Mays, Mrs. Bruce Partridge and Mrs. Barbara Ward. Thanks to the prudent management by our Board, the School has balanced its operation budget for the eleventh consecutive year despite essential expenditures for significant renovations to the existing plant.

The School continues to be committed to offering its various communities an alternative of independent education and to serving as a school which sets a standard of excellence. It looks forward to another successful and rewarding year.

REPORT OF THE COMMISSION ON CHURCH ARCHITECTURE  
The Venerable Paul Langpaap, Chairman

In the period between the adjournment of the 1985 Convention and the convening of the 1986 Convention, the Commission on Church Architecture met three times: March 12, May 30 and June 19, 1986.

The Commission met with representatives of St. Francis, Mill Creek on two occasions: the first in March to discuss concepts underlying the proposed remodeling, and the second in May to review the final plans. With two minor recommendations, the final plans were approved in May. The remodelled building now serving as a chapel will be converted into a parish hall when the permanent church building is constructed.

In June the Commission met with representatives of the Church of the Good Shepherd, Vancouver to review the plans for the construction of the separate Church School section to be added to the present church plant. The separate unit will be connected to the main building by covered passageways. The plans were approved.

In June the Commission approved the schematic plans for the ultimate church plant for St. Catherine's, Enumclaw, which had been prepared by the Rev. Sherrill Scales, President of the Church Building Fund. The section under consideration was the multi-purpose chapel, kitchen, sacristy, washrooms, and office. With the recommendation that space be allowed for a choir, the Commission approved the first unit.

The Commission met with representatives of St. Paul's Bremerton, in May and again in June. In May the Commission studied the exciting proposal for the remodelling of the present church building and parish house facilities. The Commission recommended a number of alterations which were incorporated into the final plans which were approved in June.

In May the Commission met with representatives of the Church of Our Savior, Monroe which presented plans for the roofing over of the space existing between the chapel and the house next door which serves as a parish house. The Commission recommended that the congregation hire a licensed architect in order to explore other and better options.

The Commission reaffirmed the principle that congregations contemplating any major remodelling, renovation, or new construction must have plans drawn by an architect licensed by the State of Washington.



ANNUAL REPORT OF THE ARCHIVIST  
Peggy Ann Hansen, Archivist

In the year 1986 there occurred many different and interesting events in the Archives:

A researcher used the Archives to obtain information for a book he was writing on Bishop Bayne.

As the result of a suggestion by The Church Historical Society, with the Bishop's approval, a History Commission was established for the Diocese.

A project to publish a book about Diocesan Churches was started to coincide with The Washington Centennial.

A policy was established for personal genealogical research requested of the Archivist. This policy establishes fees for this research.

The statistics for the year 1986 are as follows:

- 28 requests for information were answered requiring anywhere from 10 minutes to 3 hours to complete.
- 6 formal requests for use of the Archives were received.
- 50 plus requests for information from Diocesan Staff were answered. Many of these requests relate to legal documents
- 3 collections were received from donors.
- 6 formal tours were given of Diocesan House and several drop in or informal tours were given.

The following records were microfilmed:

Confirmation records, March 1965 thru December 1984  
Bishop's Office Records, P.I.E. 1953-1980.  
Christ Church, Blaine, 1894-1953\*  
Christ Church, Blaine and St. John, Everson 1951-1970\*  
Christ Church, Blaine and St. John, Everson 1970-1986\*  
\*Baptism, Confirmation, Communicant Ledgers

In the coming year the Archives will be exploring the possibility of putting the finding aids for the Archives on the house computer system. A format called MARC/amc which is being promoted by The Society of American Archivists for a national network for Archives is being considered.

REPORT OF THE CATHEDRAL CHAPTER, 1986  
Marjorie Jodoin, Assistant Secretary

The major event affecting the work of the Cathedral Chapter in 1986 was the announcement in June of the election of Dean Cabell Tennis as Bishop of Delaware. The Chapter regretfully accepted



his resignation at its July meeting. According to the Constitution, the Bishop becomes Dean during a vacancy and the Bishop and Chapter are charged with the responsibility to propose names to the Vestry for selection of a new Dean. Recognizing the need to share responsibility, it was decided to fully include the Vestry in a joint search process. The Vestry chose Charles R. Wilson as Search Consultant and the Rev. John R. Bell as Interim Rector under the Bishop, with the concurrence of the Chapter in October. A Search Committee, chaired by J. Vernon Williams, was selected by the Joint Chapter/Vestry at its October 29th meeting and Profile subcommittees have been put to work. It is expected that the search will continue through the Fall of 1987. Dean Tennis resigned effective September, 1986. Father Bell took over his interim duties in November.

Dean Tennis was coordinating a planned US/USSR Consultation in preparation for the Millennial Celebration of Russian Christianity; leadership was turned over to Virginia McDermott, but a lack of response resulted in postponement of the Cathedral event to the Spring of 1987.

The Cathedral Chapter during 1986 continued its support and oversight of the TV Eucharist aired on KING-TV Sunday mornings. Father Michael Jackson, as Program Director, took main responsibility for this ministry, in consultation with Dean Emeritus John Leffler.

The Program Committee, headed by Father John Smith, moved the Diocesan Festival from Fall of 1985 to January 19, 1986. It centered on the publication of the new Hymnal. Clergy and lay music teams from around the diocese greatly appreciated this in-depth introduction to the new Hymnal with Raymond Glover, the editor, Arthur Rhea and David Hurd. The Chapter chose to honor Bishop Cochrane on his 10th Anniversary at the Festival; an acrostic anthem was commissioned from David Hurd and performed during Festival '86 by Peter Hallock and the Cathedral Choir spelling out the Bishop's name. He was also presented with a handcarved, polychromed seal of the Diocese. A follow-up session on the new Service Music with Peter Hallock was held at the Cathedral on May 24, 1986 and was appreciated by the diocesan participants.

At the January Chapter meeting, Mel Matteson was appointed Chairman of the Program Committee. A Vietnam Memorial was planned; the suggested use of the Weber Requiem underwent reconsideration and the event was postponed to possibly coincide with the 20th Anniversary of the TET Offensive, January 31, 1988.

Cathedral Associates had a particularly successful Spiritual Journey Conference with John Booty, who is authoring a biography of Bishop Stephen Bayne. The effort of contacting people in the diocese who had special ties to Bishop Bayne (recipients of the Bishop's Cross, etc.) was rewarded by the presence of many old

friends and a special atmosphere of diocesan unity and history. The Chapter filled two vacancies on the Cathedral Associates Board with the appointment of Glenn Pascal and Carole Terry. The Fall Concert Series was particularly exciting with formation of a Patron's Concert introducing and supporting new talent, the premier performance of the English Concert in the Northwest co-sponsored with the Early Music Guild, and the innovative baroque performance of the Messiah.

Cathedral Day was held April 26th under the direction of Betsy Greenman. The theme of "Hola Dios! Hello God!" reflected the CSMO focus on the Hispanic ministry of the church, particularly the summer day camps of La Capilla Santo Nombre de Jesus (the Chapel of the Holy Name of Jesus) in the Diocese of Bethlehem, Pennsylvania. Continuing this theme, Cathedral Day included an overnight camping experience at Camp Huston which was greatly enjoyed by the families participating. The turn-out for both the Cathedral event and the camp-out was very good.

The Joint Design Committee made every effort to interest the wider community in a design charette, but their work was interrupted by the resignation of the Dean. The charette endeavor is under reconsideration during the interim period. Bill Berge, Chairman, retired from the Chapter with the Convention elections, but was asked to remain as Chairman pro tem by the Chapter at its November meeting.

Work on the Cathedral during 1986, as reported by the Cathedral Administrator, Del McNutt, included the completion of the Chapel roof repairs, the clearing of drains which were contributing to leaks, a reorganization and renovation of office space in Bloedel, and the completion of a new heating system. The heating system is now efficiently broken down into three zones. Discussion during the year with consultant Bruce Olson have raised the issue of making an evaluation of the interior structure before any facing work is contemplated. The Vestry is committed to work on the Nave ceiling early in 1987.

It was a year of challenge and opportunity for the Cathedral Chapter in service of the people of the Diocese.

#### CHURCH PENSION FUND, 1986

Robert A. Robinson, President

I am pleased to enclose our yearly report on the men, women, and children in your diocese who are currently receiving benefits from the Fund and to share some of this year's developments with you. The Fund paid out total benefits of more than \$31.4 million this past year, the largest in our history.

Total benefits increased 24.1% over last year. This increase takes into account the benefit improvements implemented this

year, as well as an increase in the number of the Fund's beneficiaries and a rising Highest Average Compensation for the clergy as a whole.

The summary shown below reflects the basic monthly benefits being paid as of July 1, 1986 on an annualized basis.

	<u>Number of Beneficiaries</u>	<u>Annual Benefit</u>
Normal and Early Retirement	2,678	\$19,903,752
Disability Allowance	376	2,759,508
Spouses' Allowance	1,878	7,627,440
Children's Allowance	<u>222</u>	<u>231,612</u>
TOTALS	5,154	\$30,522,312

We are fortunate that the Fund's record gains of the past few years have been sustained, for by the end of fiscal 1986, our assets had increased to \$1,184 billion, 31.7% over their 1985 level of \$899 million.

The Annualized rate of return on the Fund's total investment portfolio, over the last four years, has been computed at 23.6% a year. This compares very favorably with the performance records of other similar funds. In fact the median rate of return for the same period in over 1,000 similar balanced funds studies by an independent evaluation service was 21.6%. This independent study has placed the Fund's performance near the top of comparable funds on the basis of total portfolio performance.

It is with great pleasure that we announce the election of two new trustees to our Board. They are Virginia Norman, Executive Treasurer of the Missionary Diocese of the Dominican Republic, and the Right Rev. Robert C. Witcher, D.D., Bishop of Long Island. I know that you wish both these individuals well.

I am pleased to share with each of you these highlights of 1986. If you have any questions or concerns on any aspect of the Fund and its work, please feel free to contact me.

#### GRANTS IN FORCE, JULY 23, 1986

##### AGE RETIREMENT

Robert L. Baxter, Jr.	10,660.80
Phineas M. Casady	12,058.80
Ivol I. Curtis	17,799.60
Marshall J. Ellis	5,497.20
William Forbes	8,834.40
Raymond E. Gayle	10,568.40
William C. Johnson	6,876.00
Harold G. Kappes	6,576.00
Harold K. Lawrence	3,657.60
John C. Leffler	14,707.20
Poland H. Miller	8,083.20
George F. Pratt	6,552.00

James E. Price	6,957.60	
Joseph B. Salter	10,394.40	
Clifford L. Samuelson	9,774.00	
John F. Slee	2,308.80	
Douglas R. Wanamaker	4,437.60	
W. Robert Webb	16,988.40	
Osmond S. Whiteside	5,287.20	
Bernard F. Young	3,680.40	<u>171,699.60</u>

#### EARLY RETIREMENT

Hugh N. Barnes	2,402.40	
Goodon-Hurst Barrow	6,814.80	
Dennis J. Bennet	6,634.80	
Sydney H. B. Croft	5,794.80	
Richard W. Garlichs	7,875.60	
William J. Hunter	2,907.60	
Elmer M. Lofstrom	8,059.20	
Hugh Miller	4,014.00	
John J. Miller	916.80	
Charles F. Schreiner	8,203.20	
Stuart M. Stewart	3,721.20	
Johnson E. West	7,266.00	<u>64,610.40</u>

#### DISABILITY

Trevor Dearing	11,623.20	
Robert D. McFarland	6,688.80	
David D. McGirr	2,181.60	
John R. B. Vance	6,948.00	<u>27,441.60</u>

#### SURVIVING SPOUSE BENEFIT

Dorothy P. Avery	4,830.00	
Mary E. Bates	2,174.40	
Elodie D. Carlton	3,572.40	
Margaret L. Christie	6,327.60	
Cynthia S. Copeland	2,310.00	
Florence H.S. Cotton	3,027.60	
Vera F. Crumb	1,152.00	
Miriam A. A. Cummings	4,400.40	
Janice M. Goman	208.80	
Estelle C.R. Gray	4,465.20	
Winifred A. Hevenor	2,064.00	
Constance L.H. Holmes	3,153.60	
Esther A. Hults	3,555.60	
Jeanette M. Ingersoll	4,558.80	
Fumi Horie Ito	1,657.20	
Elvira L. Jessett	4,830.00	
Elizabeth G. Lord	2,338.80	
Agnes W. McNeil	6,344.40	
Barbara J. Merrick	1,855.20	
Emma C. Schilling	3,715.20	
Mildred W. Simms	4,431.60	
Dacotah J. Underwood	3,926.40	
Alice S. Vall-Spinosa	4,888.80	
	<u>79,788.00</u>	Total \$343,539.60



## COMMISSION ON DIOCESAN CONGREGATIONS REPORT, 1986

The Venerable Paul E. Langpaap

The Commission, meeting six times during 1986 dealt with a wide spectrum of issues.

New Members Welcomed. Mrs. Carolyn Allendoerfer and the Reverend Michael Jarvis both of Northern Archdeaconry, Mrs. Rosemary Walrod, representing Peninsula Archdeaconry, Mr. Claire Hicks of Southern Archdeaconry were welcomed as new members. Mr. Charles Huggins was appointed to fill a vacancy. The Reverend J. William Bertolin, Vicar of All Saints', Seattle, was appointed as member at large for a three year term. Ms. Pearl LaRonde was welcomed as the new secretary, succeeding Mrs. Clara Sayles.

Grants Approved. In January, the Commission reviewed the grant askings of the various mission congregations and upon the recommendation of the archdeaconry representatives approved grants for twenty three missions, including the Pike Market Ministry, totalling \$284,542. Details are recorded in the Commission minutes.

The Commission recommended Parish Diocesan Assessment relief be approved for three congregations: St. Paul's, Bremerton, \$15,000; St. Paul's, Mount Vernon, \$4,500 (second request); St. Luke's, Vancouver, \$5,000 (second request).

Internal foment and changes. As a consequence of discussions in 1985 on the paradigmatic changes of society which demanded changes in the Church's procedures and method of mission extension and evangelism, and a two day Archdeacons meeting dealing with the Commissions structure and membership, 1986 saw the Commission gradually beginning a process of internal change. Examples of this change are seen in the formation of the commission, the appointment of a Management Committee to oversee the Congregational Revitalization Project and the appointment of the Hispanic sub-committee with the Reverend Timothy Nakayama as Chairman.

A change which will have an impact on the Commission and its work, was the decision by the commission to double the lay representative from each Archdeaconry and to change the role of the Regional Archdeacons to an ex-officio status. This means that the Commission is composed of one ordained and two lay persons for each of the five archdeaconries plus an additional ordained person for the Hispanic Ministry. This Commission is chaired by the Archdeacon of the Diocese.

Mission Extension This is the major emphasis of the Commission. The Extension Committee for Kitsap County has accomplished its tasks with the formation of St. Antony's of Egypt, Silverdale. The Venerable Barrie Winn, Regional Archdeacon of Pierce and Peninsula was appointed the first Vicar of St. Antony's of Egypt, D-10

Silverdale, precisely fourteen months after that real estate was purchased by the Diocese in 1985.

The Clark County Mission Extension Committee continues its work in Clark County. The Archdeacon and Treasurer of the Diocese met with the Clark County Mission Extension Committee in mid year, reviewed the Committee's work and toured possible real estate sites for future developments including work in Battle Ground. By year's end a small, active and growing congregation had been meeting in Battle Ground Baptist Church, with services being conducted by the clergy in the area. 1987 will probably see this group recognized as a developing congregation not yet in union with Convention.

The possibility of an extension committee for the Sammamish Plateau outside of Issaquah was seriously considered in 1985 but the formation has been delayed temporarily because of the resignation of the Rector of Issaquah. The proposal for a Canon Missioner for the Twin Harbors area as set forth by Archdeacon Christie was discussed and by year's end some positive support for the proposal was developing. In August the Diocese purchased real estate for Holy Family of Jesus, Tacoma in the so-called Salishan area in Southeast Tacoma. The tiny mission, St. John the Evangelist, Everson, having dwindled to a handful of elderly parishioners petitioned the Bishop to dissolve the congregation. The Bishop officially dissolved the congregation on December 31, 1985. Christ Church, Anacortes, St. Catherine's, Enumclaw and St. James of Jerusalem, Seattle, remain without Vicars with services being provided by supply clergy.

The Congregational Revitalization Project is probably the single most important undertaking of the Commission for the year. Upon the recommendation of the Reverend J. William Bertolin, and after a great deal of study, the Diocese entered into a contract with the Centre for Church and Ministry for the services of the Reverend William "Bud" Phillips, of the Vancouver School of Theology, Vancouver, BC. Dr. Phillips who will direct a two year project of congregational renewal in eight selected congregations, will be assisted by Archdeacon Bristol and Father Bertolin. The project is designed to assist congregations in reviewing their history, renewing their sense of mission, and to help them determine two or more specific outreach projects designed specifically to meet the needs of their particular communities. 1987 funding will come from the Ministries Forward Fund.

The Reverend John Gibbs, Mrs. Phyliss Gill, and Mrs. Jean Perry, were appointed to a special sub committee to set up the selection criteria and to screen the applications of the congregations applying. Eight of the fifteen congregations applying for the Congregation Revitalization Project were included in the first round. The Congregations approved were; South - St. Luke, Vancouver; Church of the Epiphany, Chehalis; St. John, Olympia;



St. Benedict, Lacey. North - St. John, Snohomish; St. Hilda-St. Patrick, Meadowdale; St. Paul, Mount Vernon; St. David, Seattle.

Budget matters. The Commission reviewed and approved a proposed 1987 budget, drafted by the Archdeacon. Administrative procedures required that the proposed 1987 budget be presented to the Diocesan Council before the Commission could consider it. The proposed 1987 Budget totals \$365,925 with Funding for the first year of the Congregational Revitalization Project to be taken from the Ministries Forward Fund. Due to an oversight the necessary budget for \$4,500 for clergy moving costs had been omitted but will also be funded from Ministries Forward for 1987.

As a part of the internal reorganization of the commission a budget sub-committee was appointed with Father Gibbs as Chairman, Mrs. Carolyn Allendoerfer and Father Michael Jarvis as members. The sub committee was instructed to prepare a draft budget for 1988 to be in the Treasurer's hands as soon as possible. The sub committee reviewed the scope of the CDC's work as well as programs which should be started in 1988 and submitted a Draft 1988 budget totally \$439,000 which was approved by the CDC and submitted to the Bishop and Council in time for the December 1986 Council meeting.

Pike Market Ministry: reviewed and extended. In April 1986 the Pike Market Ministry under the Reverend Carol Ludden completed the two year trial period as an experimental urban ministry. Mrs. Ludden gave a detailed report on the work, conditions and problems of the Ministry during the first two years. Worship, evangelism and hospitality continue to be the major emphases of the work in an attempt to create a church "without walls" in the Market area. One characteristic which has always marked the Market community but which appears to have become accentuated in the past two years is the fact that the nature of the market, and the people who work in, as well as those who visit it have changed dramatically. Now more obvious than in the past is the little known, but growing community of elderly as well as younger people who are living in the area almost at the poverty level of existence. It is towards these people that the ministry has been directed through the devoted ministry of volunteers many of whom come from the neighborhood itself. Mrs. Ludden stated that a local congregation may never be self supporting as a consequence of these conditions. The Archdeacon announced that the CDC would continue to sponsor the Pike Market Ministry as an experimental urban ministry for a second two year period.

Mission Development Fund With the purchase of real estate for St. James of Jerusalem in 1984, for St. Antony's of Egypt in 1985 and Holy Family of Jesus, Tacoma in 1986, the capital fund has been drawn down to the point where only about \$75,000 remains. This fund is the only Diocesan resource on hand to purchase real estate for mission congregations. Four Convocations had indicated support of a resolution calling for a special 1% increase in the

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net disposable income factor. Needing a two-thirds majority to support the additional 1% increase, the resolution narrowly failed but indicated the increased general support of the Convention for mission extension.

UNRESOLVED. is the issue of the unsecured loans of three mission congregations. These loans remain unsecured because the review of the present policies is incomplete, and no repayment information has gone out to the diocese at large. The need for a significant increase of capital funding for mission extension over and above the annual budgetary provisions, cannot be ignored if the Diocese is to support the increasingly upbeat mood for mission extension and work which appears to be developing throughout the diocese.

CHANGES. The Church of the Holy Spirit was received as a parish, and the Developing Congregations of Grace Church, Lopez Island, St. Antony's of Egypt, Silverdale and Holy Family of Jesus in Tacoma (Cambodian speaking) were recognized as missions in union with Convention.

#### COMMISSION ON MINISTRY, 1986 REPORT TO CONVENTION

The Reverend Donald G. Brown, Deputy Convenor/Chairman

The Commission's function, by Canon, is to assist the Bishop in determining the needs for all ministry in the Diocese, in the enlistment and selection of persons for Holy Orders and the guidance of Postulants and Candidates, in the development and affirmation of Lay Ministries, in the guidance of Deacons and Certified Church Workers, and in matters pertaining to the continuing education of the clergy of the Diocese.

Ministry needs of the Diocese - Our work in this area has been facilitated by the insights of the Council of Archdeacons, and by the findings of the Task Force on Ministry reported to the 1985 Convention. In response to those findings, a program of congregational self-study was designed in consultation with the Standing Committee. The intent of the program is to enable congregations to identify their various corporate ministries and, in particular, their ministries of servanthood. If such study demonstrates that servant ministry, present or contemplated, would be strengthened and enhanced by the leadership of an ordained Deacon, the congregation may present one or more of its members to be considered by the Bishop for admission to Postulancy for the ordained Diaconate. Several congregations have these studies underway.

Selection and guidance of Postulants and Candidates for Holy Orders - The Bishop's Advisory Committee on Admission to Ministry (BACAM), a committee of the Commission, annually interviews Postulancy applicants and reports its findings and recommendations to the Bishop and to the Commission. Our

recommendations to the Bishop are based upon consideration of all information submitted with the application, the BACAM Report being part of that information. One person was admitted to Postulancy in this Convention year, Peter O. Champion of Christ Church, Puyallup. Peter began his formal theological education at Seabury Western in September 1986. The name of one Postulant was removed from the list of Postulants by the Bishop.

Two Postulants, Margaret Mills Erskine and Roger Wilkowski, were admitted to Candidacy. Both are middler year students at CDSP. the name of one Candidate was removed from the list of Candidates by the Bishop, with the consent of the Standing Committee.

The Diocese's procedures Manual for applications for Holy Orders is being rewritten. Hereafter there will be two separate sets of procedures, one relating to preparation for the ordained Priesthood, the other to preparation for the non-seminary-trained Diaconate. The former is scheduled for publication in January 1987, the latter somewhat later in the year.

Development and affirmation of lay ministries : The Congregational self-study program is relevant to this area; it calls for definition of all ministry of the Christian community. A profile of the ministry of the laity in the Diocese is being developed under the leadership of a member of the Commission. The Bishop has instituted the category of "Seminarian" for those lay persons attending seminary to strengthen their ministries who are not seeking Holy Orders. He maintains a pastoral relationship with these persons, and they are eligible for financial assistance, when available, from the Diocese for theological education expense.

Continuing education of the clergy of the Diocese: CDSP is in process of developing a working model for continuing education of clergy in Province VIII. Clergy Association of the Diocese of Olympia, the Standing Committee and the Commission, along with the Bishop, are being kept informed about this.

EPISCOPAL ASIAMERICA MINISTRY AND HISPANIC MINISTRIES REPORT  
The Rev. Canon Timothy M. Nakayama, Convenor

EPISCOPAL ASIAMERICA MINISTRY (also known as Columbia East

Those of us engaged in ethnic ministry among people of Asian background in the Diocese of Olympia must express our thanks to the National Church for being able to meet together on a common basis for mutual consultation. It is ironic that representatives of the three ethnic congregations within the Diocese of Olympia (from St. Peter's, Seattle (Japanese and Vietnamese Ministries), St. James of Jerusalem, Seattle (Chinese Ministry), and Holy Family of Jesus, Tacoma (Cambodian Ministry) met together outside the Diocese of Olympia, in the Diocese of California, at

Burlingame, in July, 1986! We pray that we will have a representative body from these congregations and ministries once again within our diocese.

St. Peter's, Seattle, the Japanese Ministry begun in 1908 became a parish in 1977. St. Peter's became the instrument to participate in Refugee Ministry when the Episcopal Church responded to the crisis of Indochina in 1975. (Today the Refugee Resettlement Office is located in St. Peter's, representing the Presiding Bishop's Fund for World Relief and serving Western Washington). In 1978 this Japanese congregation served the diocese to initiate Chinese Ministry, and although the intention was to serve the already present immigrant population, this ministry became the means of responding to the inflow of refugee ethnic Chinese from Vietnam and other Indochinese countries (particularly the "boat" people). This became St. James of Jerusalem Episcopal Church, Seattle which began by meeting in the Hikari Chapel of St. Peter's. This Chinese congregation now meets with the facilities of Trinity Parish, which, in 1908 had given birth to "Trinity Mission to the Japanese", which became St. Peter's.

Another significant part of that refugee migration consisted of Cambodians. St. Matthew's, Tacoma, became the supportive congregation to enable the birth of Holy Family of Jesus Church with the Rt. Rev. David R. Cochran, the Retired Bishop of Alaska, who serves as the Vicar. Active steps are being taken to develop and provide ethnic pastoral leadership for this new work.

The Chinese Ministry is suffering from the lack of a Vicar. After the Rev. Gordon Lau left to become Rector of the Church of Our Savior, Oakland (Diocese of California), the Rev. Paul Yip from the Diocese of New Westminster came to be the Priest in Charge. With this resignation after less than one year, the congregation has continued meeting with members conducting services and with the Ven. Paul E. Langpaap serving as Priest in Charge. This is a very new, evangelistic work, introducing people to our Lord, and serving people with many human and spiritual needs, facing cross-cultural conditions. Their crisis need is our opportunity for regular intercession and active sharing in service.

#### HISPANIC MINISTRIES COMMITTEE

The need for response by our Diocese to the ever-growing presence of Hispanic peoples has become more and more apparent and in recognition of this the Hispanic Ministries Committee has been appointed by the Bishop, as an arm of the Commission on Diocesan Congregations.

After months of deliberation, discussion, prayer, and an extensive survey, A Pastoral Care/Social Service Ministries Program is now envisioned by the Hispanic Ministries Committee to share the Gospel of God through the fellowship of the Episcopal Church by responding to crisis needs to the end that



congregations may develop who in turn can continue to share the same Gospel and meet the needs of others. Service, worship, evangelism, education and pastoral care would be addressed by means of four inter-related projects:

- 1) Ministry Centers Project (MC)
  - 2) Ministry Development Project (MD)
  - 3) Ministry Network Project (MN)
  - 4) Ministry Vehicle Project (MV)
- 1) Ministry Centers Project (MC)

A network of centers would be set up with the cooperation and support of participating congregations to respond to needs of the Hispanic population groups in respective area.

We envision these centers to be places from which a number of needs will be met - pastoral, social and physical - through visitation, worship, counseling, food banks and medical/clinical services. The project would interface with social service programs already in place in the respective congregations and communities.

- 2) Ministry Development Project (MD)

The PC/SS will need a Coordinating Staff and Volunteers to cover pastoral care and worship needs, counseling and medical needs. To respond to these needs a group with cross-cultural sensitivity would undertake research to develop personnel criteria and guidelines.

- 3) Ministry Network Project (MN)

For the Centers, Coordinators and Volunteers to share information concerning needs and opportunities of Hispanic Ministries with the people in the Diocese a quarterly newsletter will be published and distributed.

- 4) Ministry Vehicle Project (MV)

In addition to personnel, centers, and communication needs, another means of networking would be provided by a mobile medical center which would contain a place for treatment, carry equipment and supplies, and transport staff of the helping professions. A planning group will decide what services and supplies are needed, research the design, and estimate the cost of such a mobile unit.

#### PROVINCE VIII DEVELOPMENTS

The General Convention which met in Anaheim, California in September, 1985, authorized funds of \$50,000 per year for three years to the Province of the Pacific for "Ministry Development" among Hispanic, Pacific Island and Asian peoples. An acronym "HAPI-MD" has become attached to this project. The goodwill of Dioceses within the Province of the Pacific (Province VIII) has been expressed by the funds which have been given in the spirit of matching these national funds - including the Diocese of Olympia.

The Provincial Council appointed the HAPI-MD Board who in turn have appointed an Executive Director, Mrs. Sandra Bright.

The ethnic work represented by the concerns surrounding HAPI-MD are the body of ministries affected. Heretofore the national ethnic ministries had direct concern for Ministry Development in their respective ethnic configurations and have attempted to serve these needs and coordinate the work. Now the coordinating functions for "Ministry Development" are being taken up by the Provincial leaders. There is no significant working relationship between the Asian and Hispanic Ministries, in spite of the fact that HAPI-MD implies that such exists. Therefore it has become very unclear for the ethnic "body" or "bodies" to know which is the head or which is the tail, or if the body or bodies have two heads or two tails! This is another matter of urgent concern for prayer and action.

#### ECUMENICAL COMMISSION REPORT

The Rev. Mark J. Miller, Associate Ecumenical Officer

The purpose of the Bishop's Commission on Ecumenism is to pursue and promote Christian unity through advocacy, action and education.

During 1986 there was added to the name and purpose of the Commission: "Bishop's Commission on Ecumenical and Inter-religious Relations;" and the purpose has been expanded to add: "promote Christian unity, and inter-religious relations." The Commission was guided by its Chair, Judy Yeakel, and the Ecumenical Officer, Connie Lyle.

The Covenant relationship between our Diocese and the Roman Catholic Archdiocese of Seattle was a major focus of our efforts again this year. In the winter, the Commission worked with its opposite numbers on the Roman Catholic Commission to plan the second annual clergy gathering for priests of our two dioceses. This was held in the southern region of Western Washington, at St. Michael's Roman Catholic Church in Olympia. Around forty members of the clergy of both churches attended, along with Archbishop Hunthausen and Bishop Cochrane. This gathering was followed by the ceremony of renewal of the Covenant, held at Christ Church (Episcopal) Tacoma, on May 29th, followed by an ice cream social at St. Patrick's Roman Catholic Church in Tacoma.

The Ecumenical officer and the Commission Chair attended the National Workshop on Christian Unity in April in Hartford Connecticut. This meeting included a meeting of the network of Episcopal Diocesan Ecumenical Officers.

The structure and organization of the commission continued to be a concern during the summer months. In September it was concluded that the Commission is best seen as a gathering of the network of ecumenists. This further emphasized the need of a liaison person in each Convocation, and ultimately congregation. The position of Associate Ecumenical Officer was created, and who would chair the



commission. Thus the Diocese would have a two person ecumenical office, working with a network of ecumenists as a commission.

The Commission presented two resolutions to the Convention meeting in Seattle in November. These are recounted in the minutes of Convention.

Judy Yeakel resigned as Chair and a member of the Commission in the Fall. With regret, and much thanks for her efforts and dedication over the years, we see her continuing her efforts in other forums of the Commission.

#### BISHOP'S COMMISSION ON EVANGELISM

The Rev. John F. Fergusson

The Commission met regularly during the year.

We conducted two Pilot Parish Reunion programs to provide education and goal-setting for the five pilot parishes.

Toward the end of the year, the Commission conducted an evaluation of the Pilot Parish Program. Through a questionnaire we discovered that all but one of the pilot parishes were now ready to pursue their own parish evangelism programs. Thus, the program has served its purpose effectively.

The Commission spent a great deal of time discussing the need for new approaches in language and modeling for parish evangelism. While there is no clear consensus in this area, the discussion continues.

The new year promises to be a time for creativity as the Commission looks to new programs to support parish evangelism.

#### BISHOP'S COMMISSION ON YOUTH MINISTRIES

John Stockwell, Chairman

The Bishop's Commission on Youth Ministries (BCYM) continues to work toward our goal: "To know Christ and make Him known". The BCM provides ministry to junior high through college age young adults. These programs offer many different ways for the participants to increase their knowledge and faith in our Lord.

In 1986 we offered many of our same programs and also added some new items. The following are the events provided by the BCM.

Four house of Young Churchmen Conferences - for high school age youth. (Includes 6-day conference for grades 9-12).

Two Junior High Youth Conferences - for junior high/middle school youth, grades 7-9.

Two Search Conferences - a program rich in spiritual growth for high school through college age.

Two Canterbury II Sessions - a service and study program for ages 18-25.

Love, Sexuality and Human Values Workshop - for grades 8-10. Designed to help young people understand themselves and each other and the church's teaching regarding love, sexuality and human values.

Youth Leaders Training Weekend for adults that work as volunteers at the BCYM conferences.

Youth Leaders Training Event for people who work with youth in their local churches.

International Peace Arch - an ecumenical prayer for peace sponsored by the United Church of Canada, held at the Blaine Peace Arch.

Young Adults Ministry - new this year. A group with the purpose of ministering to those people out of high school and beginning life on their own.

Many other events, conferences and activities are supported and assisted by BCYM members or people serving as representatives of the BCYM. These include Episcopal Youth Event, Province VIII youth events, New Year's Eve Reunion dance/over-night, National Youth Worker's Conference, and Convocation Youth Events.

All of these programs work to return information, techniques, skills and contacts required to improve the quality of diocesan youth work in the Diocese of Olympia.

All of the Diocesan events are staffed by volunteers under the guidance of the Diocesan Youth Director, Mrs. Nancy Wolfe. The volunteers offer their weekends, evenings and many whole weeks, e.g. 6-day conferences, to assist the programs of the BCYM. Through the grace of God and the continued hard work of the volunteers, the Bishop's Commission on Youth Ministries will continue to succeed in sharing the "Good Word" and fellowship to the young people of the Diocese of Olympia.

#### DIOCESAN SCHOOL OF THEOLOGY REPORT

The Diocesan School of Theology continues its goals of providing opportunities for lay persons to expand their understanding of the faith and tradition of the church.

At the graduation Eucharist in June 1986, two Three Year Academic certificates were awarded, and 13 Foundations for Ministry Certificates were awarded to those who had completed the one-year introductory program. An average of 35 students attended classes each quarter.

In the fall of 1986 the School opened its first satellite program - holding the Foundations for Ministry Program in Vancouver, Washington. Thirteen students began in September, meeting at St. Luke's, Vancouver. Leadership for this program is drawn from

clergy in the Vancouver/Longview area. It was the fulfillment of a long held hope that the School would be able to provide its programs in other than the Seattle area. Vancouver was chosen because it is the farthest place in the Diocese from Seattle and the three-hour drive limits many persons from attending the School. It is hoped that this program can be done in other areas of the Diocese in the future.

During 1986 the Board of Directors has continued to discuss the area of spiritual formation and how that can best be made available to our students. Plans are now being formulated for a conference on spirituality for the students to be held in the summer of 1987, and the Board is also working on other ways that this can be made a part of the ongoing curriculum of the School.

The curriculum for diaconal training for the newly reinstated Diaconate will shortly be under development. The School will continue to play a major role in the preparation for that Ministry.

The School also joined in co-sponsorship with the Bishop's Commission on Education of the Gospel of Matthew Conference with Bishop Cochrane, held at St. Luke's, Tacoma in July.

#### EPISCOPAL SERVICES FOR YOUTH ANNUAL REPORT

The Episcopal Services for Youth has continued its transition from the central large location to smaller family group care homes. The first home was established in August 1985 and serves eight teenage girls. The second home was opened in February 1986 with eight teenage boys. Both homes are located in Tacoma.

A third home is soon to open in Lacey, Washington. This home will serve eight teenage girls. After the opening of this home, we will then have the capacity to serve twenty-four youth with emotional and behavioral problems.

The Episcopal Services for Youth provides a number of comprehensive services through its group care programs. Individual and group counseling, family counseling, social, personal and family living skills teaching, continuing education, recreation and activities development, independent living skills teaching are all available at each house. A well trained, professional staff consisting of Social Workers and Counselors are working to help youth and their families.

During 1985, 62 youth and 35 families were served. During 1986, approximately 66 youth and 40 families will have been served. With the new Lacey home, we will see these numbers increased for 1987.

Many of the youth who come to our homes have several problems. All youth have run away from their homes; many, several times. Sixty-five percent are victims of either physical or sexual abuse (some both). Seventy-five percent have been involved in some sort of criminal behavior (i.e. assault, shoplifting, prostitution). Most youth will have used drugs or alcohol. Fifty percent of the youth will have a serious problem with drugs or alcohol that requires special counseling. Ninety percent of the youth have school related problems. Financial and other problems often interfere with the parents' ability to function properly in their parent roles.

The Episcopal Services receives its financial support from the following sources:

State of Washington Contract	64%
United Ways Pierce, Kitsap and Mason County.	19%
Episcopal Church (diocese and members)	9%
Other (Individual, USDA, Foundations)	8%

Over the past two years we have received numerous donations from churches and individuals to assist us in our efforts to furnish our new small group homes. These donations have consisted of furniture, linens, draperies, household supplies, dishes, appliances, money, time and labor. We especially are thankful for the efforts of three congregations. They are: St. Andrews, Tacoma; St. Luke's, Tacoma; and St. John's, Olympia. Members of these churches have given time, labor and furnishings to help with the three new homes. They have provided leadership to raise money, get furnishings and provide labor to do needed work. We at the Episcopal Services for Youth thank God for blessing us with their talents.

On November 15, 1986 the Episcopal Services for Youth will have celebrated its 25th Anniversary. Opening its doors to troubled young women in 1961, the Episcopal Services for Youth (Faith Home) has served over 3,000 youth in its 25 years of service. With your support and God's direction, we hope we can provide another 25 years of hope and love to youth and their families.

#### ANNUAL REPORT OF THE HISTORIOGRAPHER

The Rev. Charles Schreiner

A History of the Bishops of the Diocese of Olympia was published by the diocese in June 1986. This is your Historiographer's first attempt as an author on the history of our bishops. The book was well received by the Rt. Rev. Ivol Ira Curtis, D.D. (1964-1985), retired Bishop of Olympia.

A number of queries from parishes and mission on their history have been answered.

With Bishop Cochrane's permission a volunteer committee: The Centennial Project Committee was formed to publish a book on the D-21



Diocese of Olympia with a one page history (with photograph) of each church in our diocese, a brief history of the diocese, Episcopal Churchwomen and Diocesan Altar Guild in 1988. In 1989 the State of Washington will celebrate its centennial. The members of the committee are: Peggy Ann Hansen, Archivist; Francina Noordhoeck, St. Paul's, Seattle; Darrell Oldham, St. Mark's Cathedral, Seattle; The Rev. Robert Dunn, St. John's Kirkland, and the Historiographer.

WASHINGTON ASSOCIATION OF CHURCHES REPORT  
The Rev. Loren E. Arnett, Executive Minister

In one of the reports of the Sixth Assembly of the World Council of Churches the delegates declared, "Peace and justice on the one hand, baptism, eucharist and ministry, on the other, have claimed our attention, they belong together."

During 1986 they were together in the work of the Washington Association of Churches (WAC). Early in the year our response to the Baptism, Eucharist and Ministry text was transmitted to the World Council of Churches at Geneva. The response written by a theological panel here, permitted the churches in this region to be participants in a worldwide dialogue among Christian people. Such theological inquiry is being continued with the scheduling of an advisory consultation to provide counsel to the Consultation on Church Union on their proposals found in The COCU Consensus and Covenanting Toward Unity.

The WAC's hunger response program continued this year. In the autumn a shipment of Washington Wheat Campaign wheat left the Port of Tacoma for Sudan. Another shipment is now being readied for Zaire where it will be used in church related hospitals and clinics. During the summer months, over \$68,000 was given by individuals and parishes to send 164 dairy heifers to Mexico. This effort, prompted by the U.S. Government Dairy Herd Buyout Program, became a way to assist in the development of dairy herds in Mexican villages. The Food Buying Service, now six years old - helped Washington Food Banks purchase over \$1.4 million of food at reduced cost. Stretching food bank dollars by 25% means that much more food to give away.

Refugees continue to be a major concern of the WAC and of churches in our state. 454 refugees from El Salvador and Guatemala have been served thus far in 1986 by our program. These persons have received a variety of social services: housing, food assistance, counseling, translation, transportation help, job placement, and legal assistance. Staff is located in Seattle and Wenatchee.

The Resettlement and Job Program - with offices in Seattle and Spokane - continues its effective ministry to Southeast Asian refugees and has added programs to serve African, Eastern Europeans, and Middle East refugees.

In 1986 - with the cooperation of the State Catholic Conference and Ecumenical Metropolitan Ministry - plans have been developed to create an Ecumenical Legislative Network (ELN). With the assistance of the Washington Council on Crime and Delinquency, the Fair Budget Action Campaign, and People for Fair Taxes, the Network convened legislative workshops in nine cities around the state in November. These were designed to get church people better involved in legislative action.

Plans are being completed for the Annual Legislative Conference on January 2, 1987 and for the publication of a weekly legislative newsletter during the 1987 legislative session. The newsletter will be sent free to churches.

In October the Association of Churches - with the help of the Roman Catholic Diocese of Yakima - convened the Third Annual Conference for Justice Network building. Persons from churches and church based justice networks assembled in Yakima to strengthen their advocacy around issues such as South Africa, the homeless, Central America, nuclear disarmament, family farms, and nuclear waste disposal.

Work is being done now to write a small booklet for use by pastors, families and medical practioners when they are confronted by ethical/moral issues in decisions to withdraw life support systems. Another group is doing an analysis and developing appropriate recommendations on the difficult subject of school based health clinics.

Diocesan delegates to the Board of Directors of the Washington Association of Churches are Bishop Robert Cochrane, Ms. Connie Lyle, Ms. Margaret Burt and Ms. Alycia Kojima.



DIOCESE OF OLYMPIA  
PROGRAM BUDGET 1985

86/9/1

TREASURER'S REPORT

December 31, 1985

	1985	%	1984	%
ANNUAL PROGRAM BUDGET:				
Program Costs	\$ 1,831,956.00		\$ 1,715,899.00	
Assessment Shortfall Reserve	<u>15,000.00</u>		<u>26,246.00</u>	
Total Budget	<u>\$ 1,846,956.00</u>		<u>\$ 1,742,145.00</u>	

FUNDING SOURCES TO DECEMBER 31:

Assessed to Congregations	\$ 1,715,956.00	\$ 1,585,888.00
Endowment and Other Income	131,000.00	130,956.00
Assessments - Prior Years	-0-	-0-
1982 Program Credit	-0-	25,301.00
1983 Program Credit	<u>-0-</u>	<u>-0-</u>
	<u>\$ 1,846,956.00</u>	<u>\$ 1,742,145.00</u>

SUMMARY OF CASH RECEIPTS AND DISBURSEMENTS:

RECEIPTS

Assessments - Current Year	\$ 1,661,595.13	96.83%	\$ 1,531,808.76	96.59%
Endowment and Other Income	149,940.10 (Note A)		136,019.92	
Assessments - Prior Years	12,311.50		8,784.59	
1982 Program Credit	-0-		25,241.16	
1983 Program Credit	<u>133.00</u>		<u>-0-</u>	
Total Receipts to Dec. 31	\$ 1,823,979.73	98.76%	\$ 1,701,854.43	97.69%

DISBURSEMENTS

Net Disbursements to Dec. 31	<u>1,787,936.87</u>	<u>1,687,990.95</u>
Net Program Credit	<u>\$ 36,042.86</u>	<u>\$ 13,863.48</u>

## DIOCESE OF OLYMPIA

## OPERATING ACCOUNT

86/9/2

## BALANCE SHEET

December 31, 1985

## ASSETS:

Banks - Checking	\$ 44,637.46	
- Savings	283,228.88	
Investments and Securities	<u>92,463.38</u>	\$ 420,329.72
United Airlines Credit Deposit		425.00
Prepaid Expenses		13,116.07
Accounts Receivable		
DIF Income	\$ 23,395.39	
Miscellaneous	155,966.27	
Huston Center	12,930.36	
Insurance Payments	1,324.84	
Youth Music Ministry	928.27	
St. Andrew's House Truck	6,838.58	
Insurance Claims Pending	675.49	
LSI Suspense	447.78	
A/V Suspense	<u>154.32</u>	<u>202,661.30</u>
TOTAL ASSETS		<u>\$ 636,532.09</u>

## LIABILITIES:

1985 Program Credit	\$ 36,042.86
1985 Program Credit	13,862.42
Accounts Payable	60,001.91
Miscellaneous Reserve Accounts (Schedule A)	125,127.26
1986 Assessments	15,625.01
Asian-American Ministries	3,809.28
Chinese Ministry	9,730.82
Clergy Residency Program	32,675.45
Diocesan School of Theology	8,069.37
Direct Feeding/Servant Fund	2,396.01
Episcopal Churchwomen	245.90
Insurance Administration Fee	8,606.41
Liturgy & Music	101.02
Ministry Forward	115,171.61
Pruden Fund	8,307.98
Puget Sound Maritime Ministry	3,569.02
PAX FUND	321.39
Together-in-Employment	4,192.66
Youth Programs	4,177.14
Suspense Accounts:	
Sundry	21,734.00
Olympia Churchman Appeal	3,847.94
St. Andrew's House Prepaid Reservations	3,808.00
Huston Center Prepaid Reservations	9,459.35
Camp Scholarships	1,128.04
A/A Retreat	124.50
Dioc. School of Theology Scholarships	74.20

86/9/3

Page Two

Balance Sheet, Operating Account

December 31, 1985

LIABILITIES (Continued):

Comprehensive Insurance Program	2,793.91	
Medicare Supplement	2,815.73	
Lay Employees' Retirement Program	<u>9,892.16</u>	507,711.35
Valuation Account		12,930.36

WORKING CAPITAL TRUST FUND

115,890.38

TOTAL LIABILITIES AND FUND BALANCE

\$ 636,532.09

## Miscellaneous Reserve Accounts

December 31, 1985

	Balance 12-31-84	Receipts to 12-31-85	Disbursed to 12-31-85	Balance 12-31-85
Anglican Meeting Reserve	\$ 4,107.99	600.00	-0-	4,707.99
Bishop's Auto Replacement Fund	3,000.00	2,500.00	-0-	5,500.00
Capital Repairs - Diocesan and Bishop's Houses	6,007.58	1,000.00	-0-	7,007.58
Christenson Endowment	9,498.54	4,439.53	10,000.00	3,938.07
Chinese Ministry Capital Reserve	18,514.88	1,494.73	-0-	20,009.61
Diocesan Worship Service	160.00	-0-	-0-	160.00
Episcopal Transition Expense	-0-	8,000.00	-0-	8,000.00
General Convention Deputies' Expense	6,815.68	3,600.00	-0-	1,110.13
Huston Center Deferred Maintenance	603.93	1,179.53	1,783.46	1,305.55
Huston Center State Flag Reserve	188.25	-0-	-0-	-0-
Hispanic Ministry	-0-	3,600.00	139.79	188.25
Partners in Mission	111.16	-0-	-0-	3,460.21
Phillips Maintenance Fund	4,688.77	13,308.42	9,955.43	111.16
Pioneering in God's Country	211.14	53.00	2.00	8,041.76
New Equipment Reserve	1,612.04	1,450.00	-0-	262.14
Refugee Housing Grant	-0-	15,000.00	148.00	3,062.04
Refugee Operating Fund	(52,419.77)	133,913.80	93,400.21	14,852.00
Refugee Pass-Thru Fund	(6,245.00)	129,750.00	77,045.97	(11,906.18)
Refugee Education Fund	52.00	-0-	-0-	46,459.03
Refugee Revolving Fund	12,718.43	11,458.21	17,246.68	52.00
Ethiopian Refugee Fund	(3,214.40)	-0-	-0-	6,929.96
Legal Fees Reserve	1,999.11	2,400.00	394.71	(3,214.40)
Risk Management Reserve	415.09	-0-	-0-	4,004.40
St. Andrew's Clergy Cottage Reserve	236.45	-0-	236.45	415.09
Deferred Maintenance - St. Andrew's House	4,298.56	2,905.26	5,422.82	-0-
Special Offerings:				1,781.00
Lenten Offering	-0-	3,733.67	3,733.67	-0-
Theological Education	-0-	479.28	479.28	-0-
Presiding Bishop's Fund for World Relief	-0-	23,955.70	23,955.70	-0-
United Thank Offering	-0-	838.37	838.37	-0-
Faith Home	-0-	3,525.60	3,525.60	-0-
Bayne Memorial	-0-	25,266.54	25,266.54	-0-
Budget Reserves	500.00	-0-	500.00	-0-
Grant Overhead	6,705.18	-0-	6,705.18	-0-
	\$ 20,565.61	394,451.64	289,889.99	125,127.26

See Note A on reverse.

86/9/5

Schedule A

Miscellaneous Reserve Accounts

Note A: Endowment and Other Income:

- Episcopate Endowment *	\$ 74,794.03
- Henry Trust	43,382.24
- Wilbur Trust for College Work, U.W.	5,293.68
- Hodges Endowment	2,500.00
- Miscellaneous: Interest Income, etc.	<u>23,970.15</u>
	\$ 149,940.10

- \* Direct expenses for support of the Episcopate totaled \$62,389.18 for Salary and Allowances of the Bishop. In conformity with Canon VIII, Section 3(a), the balance of the Episcopate Endowment was used for program expenses, one of which was \$8,000 for the Episcopal Transition Fund.

DIOCESE OF OLYMPIA  
1985 ADMINISTRATIVE PROGRAM BUDGET

86/9/6

	1985 Budget	Disbursed To 12-31-85	Balance 12-31-85
<u>OBJ. I - MINISTRY TO HUMAN NEED</u>			
1000 Commission on Human Need	\$ 1,425	654.00	771.00
1001 Commission on Social Action	7,500	6,769.83	730.17
1002 Commission on Hunger	7,000	5,301.13	1,698.87
1003 Commission on Aging	1,250	34.86	1,215.14
1004 Commission on Alcoholism	4,600	3,494.48	1,105.52
1005 Together in Employment (TIE)	-0-	-0-	-0-
1006 Northwest Harvest	500	500.00	-0-
1007 Disabled Persons Ministry	500	103.26	396.74
1008 Faith Home - Capital Grant	25,000	25,000.00	-0-
TOTAL - OBJECTIVE I	\$ 47,775	41,857.56	5,917.44
<u>OBJ. II - DIOCESAN MINISTRIES</u>			
2000 Congregations			
2010 Grants to Mission Congregations	\$ 299,000	298,979.16	20.84
2015 Economic Aid to Parish Congregations	30,000	30,900.00	(900.00)
2020 Research & Development	2,000	2,000.00	-0-
2030 Clergy Moving Expense	5,000	3,936.00	1,064.00
2040 Pike Market Ministry	6,600	6,600.00	-0-
2050 New Mission Funding	22,500	22,500.00	-0-
Total: Congregations	\$ 365,100	364,915.16	184.84
2100 <u>Special Populations</u>			
2110 <u>Ministry in Higher Education</u>			
2111 Program Discr. Fund, U.W.	\$ 550	550.00	-0-
2112 Program Discr. Fund, W.W.U.	400	400.00	-0-
2113 Campus Christian Ministry, U.W.	9,500	9,500.00	-0-
2114 Campus Christian Ministry, W.W.U.	4,500	4,500.00	-0-
2115 Evergreen State College	500	-0-	500.00
2116 Skagit Valley College	500	500.00	-0-
2117 Commission Program Expense	2,400	(5.00)	2,405.00
S/T	\$ 18,350	15,445.00	2,905.00
2120 <u>Maritime Ministry</u>			
2121 Puget Sound Ministry: Gen'l Prog.	\$ 6,000	6,000.00	-0-
2122 Tacoma Waterfront Ministry	500	-0-	500.00
2123 Vancouver Waterfront Ministry	500	500.00	-0-
S/T	\$ 7,000	6,500.00	500.00
2130 Hospital Ministries Advisory Board	\$ 2,100	1,967.22	132.78
2140 <u>Ministry to Refugees</u>			
2141 Refugee Resettlement: Gen'l Prog.	\$ 5,000	5,000.00	-0-
2142 Cambodian Ministry Grant	10,000	10,000.00	-0-
S/T	\$ 15,000	15,000.00	-0-
Total: Special Populations	\$ 42,450	38,912.22	3,537.78
TOTAL - OBJECTIVE II	\$ 407,550	\$03,827.38	3,722.62



OBJ. III - RESOURCES & TRAINING FOR MINISTRY

3010	Commission on Youth Ministries	\$ 6,750	6,750.00	-0-
3020	Commission on Education	9,000	8,791.47	208.53
3030	Training & Consultative Services	6,000	6,015.63	(15.63)
3050	Diocesan Resource Center	3,000	2,814.59	185.41
3060	Commission on Evangelism	3,750	367.89	3,382.11
3070	Commission on Liturgy & Music	3,000	2,055.45	944.55
3080	Commission on Stewardship	1,536	1,110.05	425.95

## TOTAL - OBJECTIVE III

\$ 33,036	27,905.08	5,130.92
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OBJ. IV - MINISTRY OF THE DIOCESE

4010	Commission on Ministry	\$ 3,000	1,629.73	1,370.27
4020	Commission on Ecumenical Relations	2,150	2,109.84	40.16
4030	Wash. Association of Churches	5,525	5,525.00	-0-
4040	Religious Broadcasting Corp.	4,500	4,500.00	-0-
4050	Cathedral Chapter - TV Eucharist			
4051	Producer	\$ 4,800	4,800.00	-0-
4052	Assistant Producer	2,300	2,300.00	-0-
4053	Production Assistant	1,525	1,525.00	-0-
4054	Altar Flowers, Supplies	975	654.14	320.86
	S/T	\$ 9,600	9,279.14	320.86
4060	Cathedral Chapter Program	1,500	1,324.68	175.32
4070	Anglican Meeting Expense	600	600.00	-0-
4080	Clergy Residency Grants & Program	16,000	16,000.00	-0-
4090	The Olympia Churchman	43,500	42,272.01	1,227.99
4100	Commission on Communications	1,000	800.00	200.00
4110	Episcopal Transition Reserve	8,000	8,000.00	-0-
4120	Standing Committee	1,200	627.00	573.00

## TOTAL - OBJECTIVE IV

\$ 96,575	92,667.40	3,907.60
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OBJ. V - MINISTRY OF LEADERSHIP

5010	Committee on Convention	\$ 9,000	7,839.79	1,160.21
5020	Diocesan Council Mileage & Meeting Expense	2,500	2,265.94	234.06
5050	National Church Quota	284,000	284,000.00	-0-
5060	General Convention Assessment	19,951	19,951.00	-0-
5070	General Convention Deputies' Expenses Reserve	3,600	3,600.00	-0-
5080	Province VIII Quota	9,065	9,065.00	-0-
5090	Directors & Officers' Liability Insurance	3,600	3,600.00	-0-

## TOTAL - OBJECTIVE V

\$ 331,716	330,321.73	1,394.27
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OBJ. VI - MINISTRY OF ADMINISTRATION

6020	Contingency Reserve	\$ 11,103	7,760.37	3,342.63
6030	Diocesan Staff Travel & Meeting Exp.	13,500	11,053.07	2,446.93
6050	Diocesan House Plant Operation			
6051	Custodian	\$ 17,293	14,506.16	2,786.84
6052	Heating	8,500	8,422.89	77.11
6053	Electricity	1,650	2,138.98	(488.98)
6054	Water & Sewer	700	458.20	241.80
6055	Housekeeping Services	800	632.48	167.52

OBJ. VI - MINISTRY OF ADMINISTRATION (Continued)

6056	Housekeeping Supplies	2,700	4,530.08	(1,830.08)
6057	Diocesan House Maint. & Repairs	3,000	2,488.66	511.34
6058	Diocesan House Property Insurance	3,464	3,335.17	128.83
	S/T	\$ 38,107	36,512.62	1,594.38
6060	Diocesan Office & Central Services			
6061	Postage	\$ 13,650	13,320.10	329.90
6062	Telephone	13,250	12,376.61	873.39
6063	Mail Service	1,500	1,291.29	208.71
6064	General Office Supplies)			
6065	Printing Costs )	15,100	13,998.08	1,101.92
6066	Word Processing Costs )			
6067	Office Equipment Maint. & Repair	4,800	8,816.69	(4,016.69)
6068	New Equipment	3,000	1,365.62	1,634.38
	S/T	\$ 51,300	51,168.39	131.61
6070	Auditor's Fee - Operating Account	5,000	4,900.00	100.00
	TOTAL - OBJECTIVE VI	\$ 119,010	111,394.45	7,615.55

OBJ. VII - SERVICES TO DIOCESAN  
CONGREGATIONS

7010	Insurance Services, Corporate & Congregational			
7011	Public Liability	\$ 18,656	18,935.67	(279.67)
7012	Blanket Position Bond	2,300	1,593.00	707.00
7013	Special Events Insurance	2,250	1,156.00	1,094.00
7014	Non-Owned Auto Insurance	2,112	1,920.00	192.00
7015	Medicare Supplementary Insurance, Retired Clergy/Lay	27,636	27,636.00	-0-
	S/T	\$ 52,954	51,240.67	1,713.33
7020	Commission/Committee Travel Exp.	10,000	6,498.22	3,501.78
7100	Conference & Camping Center Comm.			
7101	Huston Center and Camp	27,000	39,930.36	(12,930.36)
	Revenue \$ 215,733.05			
	Expenses 255,663.41			
7200	St. Andrew's House	8,000	7,887.11	112.89
	Revenue \$ 49,025.55			
	Expenses 56,912.66			
7310	Cathedral Chapter: Subsidy for St. Mark's Cathedral Maint. & Rep.	37,378	37,378.00	-0-
7320	Diocesan Archives Program	1,200	1,190.37	9.63
7330	Reserve for Assessment Shortfall	15,000	-0-	15,000.00
	TOTAL - OBJECTIVE VII	\$ 151,532	144,124.73	7,407.27

OBJ. VIII - STAFFING FOR MINISTRY

8000	Salaries:			
8100	Ministry to Human Need			
8101	Social Action Coordinator	\$ 4,160	4,160.00	-0-
8200	Ministries to Special Populations			
8201	Chaplain, U.W.	28,600	28,600.00	-0-
8202	Campus Christian Ministry, W.W.S.U.	6,000	3,944.62	2,055.38
8203	Maritime Chaplain	14,612	14,612.00	-0-

OBJ. VIII - STAFFING FOR MINISTRY (Continued)

8000	<u>Salaries (Continued):</u>			
8204	Hospital Ministries Coordinator	7,000	7,000.00	-0-
	S/T	\$ 56,212	54,156.62	2,055.38
8300	<u>Staffing for Missions</u>			
8301	Diocesan Archdeacon	\$ 38,000	38,000.00	-0-
8302	Regional Archdeacons (4)	8,320	8,320.00	-0-
	S/T	\$ 46,320	46,320.00	-0-
8400	<u>Staffing for Training &amp; Resources</u>			
8401	Youth Director	\$ 24,014	24,014.00	-0-
8402	Education Director	30,300	30,300.00	-0-
8403	Librarian	11,616	8,935.38	2,680.62
8404	Dean, School of Theology	11,747	11,747.00	-0-
8406	Stewardship Consultant	2,000	619.89	1,380.11
	S/T	\$ 79,677	75,616.27	4,060.73
8500	<u>Ministry of the Bishop</u>			
8501	The Bishop of Olympia	\$ 45,000	45,000.00	-0-
8502	Supervisor, Clergy Residency Prog.	3,000	3,000.00	-0-
	S/T	\$ 48,000	48,000.00	-0-
8600	<u>Ministry of Administration</u>			
8601	Deputy for Administration	\$ 32,000	32,000.00	-0-
8602	Treasurer	38,688	38,688.00	-0-
8603	Assistant Treasurer	22,000	22,000.00	-0-
8604	Office Staff	169,992	161,320.24	8,671.76
8605	Archivist	2,100	2,085.52	14.48
	S/T	\$ 264,780	256,093.76	8,686.24
8700	<u>Bishop's Allowances &amp; Executive Expense</u>	\$ 17,500		
8701	Bishop's House, Maint. & Repairs		3,173.71	
8702	Bishop's House, Insurance		853.70	
8703	Bishop's House, Utilities		5,628.64	
8704	Bishop's Auto Expense		4,475.24	
8705	Bishop's Travel Expense )		3,257.89	
8706	Bishop's Executive Expense)			
	S/T	\$ 17,500	17,389.18	110.82
8800	<u>Pension &amp; Travel Allowances, Contract Staff</u>			
8801	Regional Archdeacons' Mileage Exp.	\$ 2,500	2,918.38	(418.38)
8802	Stewardship Consultant Mileage Exp.	250	25.20	224.80
8803	Clergy Pensions	2,398	1,272.60	1,125.40
	S/T	\$ 5,148	4,216.18	931.82
8900	<u>Pensions &amp; Benefits, Diocesan Staff</u>			
8901	Clergy Employee Pension Assessments	\$ 28,433	26,318.16	2,114.84
8902	Lay Employee Pension Premiums	36,152	36,152.00	-0-
8903	Clergy & Lay Insurances	48,940	43,320.48	5,619.52
8904	Lay Employee Social Security Tax	24,440	24,095.89	344.11
	S/T	\$ 137,965	129,886.53	8,078.47
	Total Fringe Benefits & Allow.	\$ 160,613	151,491.89	9,121.11
	TOTAL - OBJECTIVE VIII	\$ 659,762	635,838.54	23,923.46
	TOTAL - 1985 ADMINISTRATIVE BUDGET	\$ 1,846,956	1,787,936.87	59,019.13

86/9/10

DIOCESE OF OLYMPIA  
HUSTON CAMP & CONFERENCE CENTER

December 31, 1985

	1985		1984
	Current Month	Year To Date	Year To Date
<b>REVENUE:</b>			
Conference Fees (Note #1)	\$ 2,389.05	130,753.80	126,960.82
Camp Fees	50.00	83,288.95	73,010.35
Miscellaneous Income & Gifts	1,098.55	1,690.30	1,068.81
Munroe Endowment	-0-	-0-	2,567.85
TOTAL REVENUE	\$ 3,537.60	215,733.05	203,607.83
<b>DISBURSEMENTS:</b>			
<u>DIRECT COSTS</u>			
Part-time/Temporary Staff:			
Kitchen Assistance	\$ -0-	27,313.36	31,908.78
Maintenance Assistance	-0-	2,958.61	1,892.78
Housekeeping Staff	26.00	2,244.99	2,644.45
Summer Counselors	-0-	20,675.00	18,854.00
S/T	\$ 26.00	53,191.96	55,300.01
Taxes & Insurances	2.70	10,241.45	10,100.00
Total	\$ 28.70	63,433.41	65,400.01
Supplies:			
Food	\$ 346.34	34,227.58	30,929.73
Kitchen	202.41	2,736.58	3,437.99
Housekeeping	92.39	4,087.29	2,669.07
Total	\$ 641.14	41,051.45	37,036.79
Winter Program	\$ -0-	252.10	283.62
Summer Program:			
Medical Supplies	\$ -0-	300.81	354.57
Arts & Crafts Supplies	-0-	1,068.81	458.82
Athletic Supplies	-0-	507.11	547.13
Camp Contract Program	-0-	3,307.00	-0-
T-Shirts	-0-	3,259.00	2,048.67
Entertainment	-0-	-0-	40.27
Miscellaneous	-0-	1,103.66	691.09
Total	\$ -0-	9,546.39	4,140.55
Ashland Trip Program:			
Tickets	\$ -0-	1,851.00	1,788.00
Room & Board	-0-	2,391.30	2,120.25
Miscellaneous Expense	-0-	443.02	395.86
Total	\$ -0-	4,685.32	4,304.11
Trip Program:			
Food	\$ -0-	5,050.08	3,739.71
Equipment	-0-	734.87	1,314.32
Trip Expenses	-0-	735.51	2,243.56
Total	-0-	6,520.46	7,297.59

DIRECT COSTS (Continued)

Total Direct Costs	\$ 669.84	125,489.13	118,462.67
Contribution to Overhead	\$ 2,867.76	90,243.92	85,145.16

OVERHEAD

Permanent Staff:			
Director	\$ 2,080.00	24,960.00	24,000.00
Secretary	22.50	3,586.52	4,719.31
Asst. for Maintenance	1,040.00	12,480.00	11,481.22
Asst. for Food Service	1,040.00	12,122.50	8,506.00
Camp Director	-0-	6,760.00	6,500.06

S/T	\$ 4,182.50	59,909.02	55,206.59
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Taxes, Insurances, Benefits	1,265.38	17,478.89	12,379.45
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Total	\$ 5,447.88	77,387.91	67,586.04
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## Facilities Expense:

Property Insurance	\$ 675.34	7,891.34	7,571.00
Maintenance Reserve	-0-	-0-	3,214.90
Maintenance & Repairs	111.24	7,380.88	6,528.66
Pool	104.22	2,228.77	438.49
Heating	(1,866.70)	4,588.89	4,912.81
Electricity	1,840.50	14,116.71	12,775.65

Total	\$ 864.60	36,206.59	35,441.51
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## Transportation &amp; Travel:

Director's Mileage	\$ 210.93	2,220.50	2,641.82
Staff Mileage	100.80	2,352.34	1,318.67
Truck Operation	(382.00)	1,314.80	1,641.73
Van Operation	-0-	1,633.28	1,823.15
Van Lease	-0-	350.00	365.44
Vehicle Insurance	477.40	1,131.00	765.32

Total	\$ 407.13	9,001.92	8,556.13
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## Other Overhead:

Telephone	\$ 132.15	2,575.82	2,630.69
Postage	9.52	561.86	455.02
Printing/Promo	52.90	1,820.82	1,032.96
Office Supplies	107.14	627.64	288.81
ACA Dues	-0-	697.00	691.00
IACCA Dues	-0-	50.00	35.00
Staff Training	-0-	1,175.31	1,313.97
Subscriptions & Books	-0-	69.41	81.65

Total	\$ 301.71	7,577.86	6,529.10
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Total Overhead	\$ 7,021.32	130,174.28	118,112.78
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Balance Before Subsidy	\$ (4,153.56)	(39,930.36)	(32,967.62)
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Diocesan Subsidy		27,000.00	33,000.00
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Balance After Subsidy	\$	(12,930.36)	32.38
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See Notes on next page.

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Page Three

Huston Camp & Conference Center

December 31, 1985

- Note #1: In addition to the above receipts, there is a balance of \$9,459.35 in prepaid deposits.
- Note #2: The Wiser Institute receivable was written off as a bad debt against the Daybed/Deferred Maintenance Fund and Contingency.
- Note #3: There is a balance of \$1,128.04 in the Director's Campership Fund.
- Note #4: Huston Center has borrowed a total of \$111,502.52 from the Building Loan Fund between 2/ 4 and 12/85. Interest charges totaling \$10,964.60 have been paid, as well as principal totaling \$73,119.89, leaving interest due of \$383.82 and principal of \$38,382.63. With the exception of \$2,168.63, which comes from various Miscellaneous Trust gifts from congregations and the balance of the old Huston Development Fund, all funds were provided by the Horn Memorial Trust for Huston Center. Of the total, 1985 interest payments were \$7,412.63 and principal payments were \$46,407.40.
- Note #5: The Horn Trust has, to 12/31/85, earned \$74,486.67, of which \$7,000 has been transferred to the Huston Discretionary Account. This account has 1985 disbursements totaling \$7,128.10, leaving a deficit of \$128.10.



86/9/13

DIOCESE OF OLYMPIA  
ST. ANDREW'S HOUSE

Cost of Operations to December 31, 1985

	1985		1984
	Current Month	Year To Date	Year To Date
<b>REVENUE:</b>			
Facility Use Receipts (Note #1)	\$ 1,595.87	45,117.77	42,887.50
Clergy Cottage	30.00	1,320.00	1,085.00
Donations & Interest Income	582.37	2,587.78	47.00
<b>TOTAL REVENUE</b>	<b>\$ 2,208.24</b>	<b>49,025.55</b>	<b>44,019.50</b>
<b>DISBURSEMENTS:</b>			
<b><u>DIRECT COSTS</u></b>			
Food	\$ 1,223.13	11,559.90	10,420.40
Housekeeping Supplies	112.01	1,311.01	866.36
Program	125.04	1,405.09	1,051.05
Hourly Labor & Taxes	253.52	2,222.38	
<b>Total Direct Costs</b>	<b>\$ 1,713.70</b>	<b>16,498.38</b>	<b>12,337.81</b>
<b><u>OVERHEAD COSTS</u></b>			
Salaries	\$ 1,666.68	20,000.00	19,715.00
Pension	-0-	870.76	
Payroll Taxes	117.50	1,409.99	1,329.96
Insurances (Medical, Dental, Life, Industrial)	76.18	4,288.18	4,245.63
Heating	593.93	1,326.74	1,573.07
Electricity	(10.00)	2,137.08	2,302.10
Telephone	85.11	1,080.80	888.83
Transportation	439.40	3,529.65	1,329.36
Maintenance & Repair	298.50	1,865.07	836.12
Property Insurance	140.34	1,647.34	1,571.00
Debt Service	133.69	1,604.28	1,316.22
Miscellaneous			650.00
Clergy Cottage	45.00	654.39	728.78
<b>Total Overhead Costs</b>	<b>\$ 3,586.33</b>	<b>40,414.28</b>	<b>36,486.07</b>
<b>TOTAL DISBURSEMENTS</b>	<b>\$ 5,300.03</b>	<b>56,912.66</b>	<b>48,823.88</b>
<b>Operating Deficit</b>	<b>\$(3,091.79)</b>	<b>(7,887.11)</b>	<b>(4,804.38)</b>
<b>Diocesan Subsidy</b>	<b>666.66</b>	<b>8,000.00</b>	<b>8,000.00</b>
<b>Net Credit (Deficit) After Subsidy</b>	<b>\$(2,425.13)</b>	<b>112.89</b>	<b>3,195.22</b>

Note #1: In addition to the above receipts, there is a balance of \$3,808 in prepaid reservations.

DIOCESE OF OLYMPIA  
BUILDING LOAN AND MISSION DEVELOPMENT FUND

86/9/14

December 31, 1985

BALANCE SHEET

ASSETS:

Cash:

Checking - Restricted BLF	\$ 53,719.17		
- Restricted MDF	2,742.42	\$ 56,461.59	
Savings - Restricted BLF	\$ 324,996.71		
- Restricted MDF	134,928.04	459,924.75	
Short Term Investments:			
- Restricted BLF	\$ 200,000.00		
- Restricted MDF	121,480.41	321,480.41	\$ 837,866.75

Loans Receivable	Interest Rate	Principal Balance	
<u>Mission Development Loans</u>			
Maple Valley, St. George		\$ 5,283.63	
Mill Creek, St. Francis		88,223.07	
Asian Ministry Property		100,220.93	
Silverdale Property		161,484.86	355,212.49
<u>Building Loans</u>			
Bainbridge Is., St. Barnabas	12%	\$ 15,070.04	
Bellevue, Resurrection, #1	6%	3,045.77	
Bellevue, Resurrection, #2	12%	24,483.18	
Bremerton, St. Paul	6%	9,239.52	
Burien, St. Elizabeth, #2	8%	14,140.40	
Des Moines, St. Columba	12%	8,190.86	
Freeland, St. Augustine	6%	9,006.42	
Issaquah, St. Michael	12%	24,406.49	
Kent, St. James, #1	6%	10,310.44	
Kent, St. James, #2	12%	4,478.30	
Kent, St. James, #3	12%	228,224.70	
Marysville, St. Philip	5%	45,094.80	
Meadowdale, St. Hilda	6%	28,946.97	
Mill Creek, St. Francis	12%	86,975.01	
Poulsbo, St. Charles, #1	6%	29,775.66	
Poulsbo, St. Charles, #2		10,000.00	
Poulsbo, St. Charles, #3	12%	37,769.92	
Redmond, Holy Cross, #1	12%	279,603.85	
Redmond, Holy Cross, #2	12%	53,028.83	
Seattle, Ascension	6%	5,977.10	
Seattle, St. Paul	12%	12,000.00	
Sedro Woolley, St. James	12%	15,000.00	
Tacoma, St. Joseph/St. John	6%	14,421.06	
Tahuya, St. Nicholas	6%	21,077.23	
Vancouver, All Saints		(1,387.35)	
Vancouver, St. Luke		16,000.00	
Washougal, St. Anne	6%	42,392.10	
Huston Center	12%	38,382.63	
St. Andrew's House	12%	13,369.91	\$ 1,099,023.84

Notes Receivable

Building Loans

Gibbs, John	\$ 17,414.22	
Kuhn, Clay	8,162.17	
Maddux, Donald	2,717.35	28,293.74

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Page Two

Building Loan and Mission Development Fund

December 31, 1985

Interest Receivable

Bellevue, Resurrection, #2	\$ 987.49	
Kent, St. James, #2	582.14	
Kent, St. James, #3	4,564.48	
Mill Creek, St. Francis	19,941.25	
Huston Center	383.82	
Gibbs, John	<u>138.90</u>	26,598.08
December Interest Receivable		9,810.20

Prepaid Interest

Seattle, St. Paul	(240.00)	<u>1,163,485.86</u>
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TOTAL ASSETS

\$ 2,356,565.10

## LIABILITIES AND CAPITAL:

Note Payable - Episcopal Ch. Foundation		\$ 26,000.00
Capital - Restricted BLF	\$ 1,716,201.74	
Capital - Restricted MDF	<u>614,363.36</u>	<u>2,330,565.10</u>

TOTAL LIABILITIES AND CAPITAL

\$ 2,356,565.10

86/9/16

DIOCESE OF OLYMPIA  
BUILDING LOAN AND MISSION DEVELOPMENT FUND

SUMMARY OF LOAN OPERATIONS

Loans Receivable January 1	\$ 1,317,425.27	999,566.43
Loans Advanced	233,290.72	635,307.35
Interest Charged on Loans	119,304.67	96,931.71
Payments on Principal	(383,533.71)	(324,099.25)
Payments on Interest	(123,001.09)	(90,280.97)
Loans Receivable December 31	<u>\$ 1,163,485.86</u>	<u>1,317,425.27</u>

INCOME AND EXPENSE

Capital January 1	\$ 1,566,808.22	1,429,547.97
Income:		
Interest on Building Loans	\$ 121,457.97	96,931.71
Interest on Investments	31,063.85	41,459.37
Adjustments to Capital	-0-	(72.21)
	<u>\$ 152,521.82</u>	<u>138,318.87</u>
Expense:		
Audit	(975.00)	(950.00)
Check Supply	-0-	(108.62)
Interest Subsidy	(2,153.30)	-0-
Net Income Transferred to Capital	<u>149,393.52</u>	<u>137,260.25</u>
Capital December 31	<u>\$ 1,716,201.74</u>	<u>1,566,808.22</u>

86/9/17

DIOCESE OF OLYMPIA  
MISCELLANEOUS TRUSTS ACCOUNT

December 31, 1985

	1985	1984
<b>ASSETS:</b>		
Cash - Demand Deposit	\$ 11,813.33	15,725.68
- Savings Account	38,919.49	94,024.96
Deferred Compensation	3,751.16	4,429.23
Short-term Investments	230,000.00	730,000.00
Insurance Annuity	<u>35,831.42</u>	<u>30,020.61</u>
	320,314.40	874,200.48
<u>Notes Receivable - Accounts in Trust</u>		
Heath Trust	\$ 9,370.20	9,370.20
Robert D. McFarland	2,896.04	3,476.25
Patricia Staten	<u>36,944.28</u>	<u>29,451.76</u>
	49,210.52	42,298.21
Securities & Investments in Trust	4,168,138.56	3,008,919.13
Accounts Receivable	<u>2,649.43</u>	<u>26,028.25</u>
TOTAL ASSETS	<u>4,540,312.91</u>	<u>3,951,446.07</u>
<b>LIABILITIES:</b>		
<u>Trust Accounts - Notes</u>		
Kent, St. James	\$ 9,370.20	9,370.20
Issaquah, St. Michael Vicarage Fund	2,896.20	3,476.25
Diocese of Olympia, Blackwell Gift	<u>36,944.28</u>	<u>29,451.96</u>
	49,210.52	42,298.21
<u>Securities &amp; Investments in Trust</u>		
Camano Is., St. Aidan	4,928.00	4,928.00
Clayton Beish Memorial	2,020.00	-0-
Annie Wrigth School	94,605.35	79,241.23
Christenson Bequest	71,775.37	51,332.63
David Devik Memorial	2,996.61	2,509.96
Bishop Curtis Camp Scholarship	19,443.35	16,285.71
College Work Endowment	95,793.86	80,236.72
Canon McNeil Mission Fund	6,942.14	5,483.12
Horn Memorial for Camp Huston	541,264.51	-0-
Diocesan Clergy Emergency Fund	149,060.63	124,852.85
Vall-Spinosa Memorial Fund -		
Newhalem, St. Francis	3,065.75	2,421.42
Episcopate Endowment Fund	1,353,735.88	1,133,446.82
St. Bernard's Chapel Fund	8,779.67	7,353.83
G. L. Philips Memorial Fund	195,988.16	164,159.24
Frank Munroe Endowment	46,828.27	39,223.25
C.G. McDonald Scholarship Fund	4,706.78	3,942.39
Thanksgiving & Memorial Fund	2,172.80	1,819.93
Canon Jessett Memorial	2,653.30	2,493.15
Urban Ministry Fund	11,191.95	3,815.54
Diocesan Working Capital Trust Fund	92,463.38	77,447.12
James McConnell Scholarship Fund	3,459.44	2,732.32
Florence Henry Memorial Chapel Fund	11,378.23	21,217.19
Kent, St. James - Arney Memorial	11,564.72	9,686.59
Kent, St. James - Endowment Fund	14,606.26	12,234.17
Theological Education Fund	254,531.65	204,819.16
Hodges Endowment for Diocese	393,303.32	321,054.00

## Miscellaneous Trusts Account

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December 31, 1985

<u>Securities &amp; Investments in Trust (Continued)</u>					
Hodges Endowment for St. Mark's	329,597.45			276,070.09	
Hodges Endowment for St. Paul					
in the Desert	26,780.96			-0-	
Pooled Income Gift for St. Mark's	9,500.00			9,500.00	
Seaview, St. Peter -					
Mary L. Johnson Bequest	335,020.77			280,612.64	
Tacoma, St. Mary/Orcas Is., Emmanuel -					
Norton Clapp Gift	50,000.00			50,000.00	
Eleanor & Charles Taft Memorial	20,000.00			20,000.00	
Vancouver, St. Luke	140,000.00	4,310,158.56	140,000.00		3,148,919.13
Cash Trusts					
Clergy Emergency Trust Fund	\$ 12,031.12			9,493.27	
Ruth & Jacques Hayes Memorial Fund -					
Camp Huston	.35			240.38	
Florence Henry Memorial Chapel Fund	(118.42)			991.41	
Hodges Income Account	11,053.78			7,138.69	
Walter Horn Trust	124,734.77			619,754.94	
Horn Income Account	7,444.90			-0-	
Huston Discretionary Account	(128.10)			-0-	
Jessett Income Account	-0-			226.30	
C.G. McDonald Scholarship Fund	117.66			137.56	
St. Bernard's Chapel Fund	547.07			712.52	
Sick Leave Obligation Fund	12,555.87			-0-	
Theological Education Fund	8,953.67	177,192.67	16,314.23		655,009.30
Reserve for Deferred Compensation		3,751.16			4,429.23
Accounts Payable					
Disbursements January 1-11		-0-			100,790.20
Diocesan Investment Fund					
Suspense Account					
Investors' Capital for DIF		-0-			-0-
DIF Dividends Payable		-0-			-0-
TOTAL LIABILITIES		\$ 4,540,312.91		\$ 3,951,446.07	



86/9/19

DIOCESE OF OLYMPIA  
DIOCESAN INVESTMENT FUND

BALANCE SHEET

December 31, 1985

	<u>1985</u>	<u>1984</u>
ASSETS:		
Cash Equivalents	\$ 518,000.00	\$ 123,000.00
U.S. Government & Corporate Bonds	2,252,468.00	1,861,098.00
Preferred Stock	-0-	-0-
Common Stock	4,046,671.00	3,072,059.00
Closely Held Assets	<u>-0-</u>	<u>4,000.00</u>
Total Securities	\$ 6,817,139.00	\$ 5,060,157.00
Principal Cash	(1,041.57)	803.00
Income Cash	1,077.39	-0-
Income Receivable	84,350.21	71,085.00
Cash from Investors for Purchase of Shares	40,750.58	36,349.00
Share Redemptions Payable	<u>(43,400.00)</u>	<u>(5,000.00)</u>
TOTAL ASSETS	<u>\$ 6,898,875.61</u>	<u>\$ 5,163,394.00</u>
LIABILITIES:	None	None
CAPITAL:		
Principle Applicable to Shares Owned by Churches & Diocesan Institutions	(145,116.119 sh.) <u>\$ 6,898,875.61</u>	(129,669.296 sh.) <u>\$ 5,163,394.79</u>

86/9/20

## Diocesan Investment Fund

December 31, 1985

STATEMENT OF INCOME & DISTRIBUTION

1985

1984

Earnings		
Expense:		
Computer Services	\$ 710.00	\$ 755.25
Audit of Account	1,600.00	1,485.00
Committee Expenses	383.81	285.05
Agency Fee	7,021.57	3,070.11
	<u>9,715.38</u>	<u>5,595.41</u>
Net Earnings Distributed to Shareholders	<u>\$ 352,800.40</u>	<u>\$ 327,568.79</u>

STATEMENT OF CHANGES IN PRINCIPAL ACCOUNT

Value of Fund January 1		\$ 4,889,276.11
Value of Fund December 31		<u>5,163,394.56</u>
Increase in Value of Fund		\$ 274,118.45
Shares Purchased during Year	(17,624.572 sh.)	
	\$ 770,510.68	(9,766,358 sh.)
Shares Redeemed during Year	(2,203.670 sh.)	\$ 380,401.11
	<u>100,025.47</u>	(5,463,271 sh.)
Net Increase in Market Value of Fund	670,485.21	<u>202,503.91</u>
	<u>\$ 1,064,995.84</u>	<u>\$ 96,221.25</u>
Value per Share Outstanding January 1		\$ 38.99
Value per Share Outstanding December 31		<u>39.82</u>
Increase in Value per Share	<u>7.72</u>	<u>\$ .83</u>
Percentage of Increase in Valuation During Year	19.38%	2.12%
Earnings of Shares Outstanding January 1	\$ 2.627	\$ 2.60
Percentage of Earnings to December Valuation	5.54%	6.52%



DIOCESE OF OLYMPIA, INC.

CONSOLIDATED FUNDS

1 9 8 5

I N D E X

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GILLESPIE & COMPANY, P.S.

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Diocese of Olympia, Inc.  
Consolidated Funds  
1551 Tenth Avenue East  
Seattle, Washington 98102

We have examined the balance sheet of the Diocese of Olympia, Inc. - Consolidated Funds at December 31, 1985 and the related statement of support and revenue, expenses and changes in fund balances for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records as we considered necessary in the circumstances.

As described in Note 2, the Diocese of Olympia, Inc. - Consolidated Fund's policy is to prepare its financial statements on a basis that is in accordance with principles that constitutes the generally accepted principles authorized by the General Convention of the Episcopal Church. Accordingly, the accompanying financial statements are not intended to present the financial position and the results of operations in conformity with generally accepted accounting principles.

In our opinion, the financial statements present fairly the balance sheet of Diocese of Olympia, Inc. - Consolidated Funds at December 31, 1985 and the statement of support and revenue, expenses and changes in fund balances for the year then ended, in accordance with principles authorized by the General Convention of the Episcopal Church on a basis consistent with that of the preceding year.

*Gillespie & Company, P.S.*  
Gillespie & Company, P.S.

Seattle, Washington  
March 4, 1986



DIOCESE OF OLYMPIA, INC.  
CONSOLIDATED BALANCE SHEET  
December 31, 1985

ASSETS

	Operating Fund	Restricted Funds	Endowment Funds	Real Estate Funds	Total
Cash	\$ 327,866.34	\$ 378,751.70	\$ 54,482.98	\$ 137,670.46	\$ 898,771.48
Investments	92,483.38	2,847,746.02	4,390,717.22	121,480.41	7,452,407.03
Accounts receivable	170,896.96	-	-	-	170,896.96
Assessments receivable	46,132.87	-	-	-	46,132.87
Notes, loans, and real estate contracts receivable	6,838.58	1,127,317.58	-	-	1,134,156.16
Interest and dividends receivable	23,395.39	120,758.49	-	-	144,153.88
Real Estate	-	-	-	-	-
Diocesan House	-	-	-	2,468,304.00	2,468,304.00
Bishop's House	-	-	-	678,809.00	678,809.00
Hudson Center	-	-	-	1,578,781.00	1,578,781.00
Conference Center	-	-	-	492,263.00	492,263.00
Hudson properties	-	-	-	10,926,785.00	10,926,785.00
Campus Christian Ministry	-	-	-	59,880.10	59,880.10
Chapel	-	-	-	226,529.00	226,529.00
Mission sites (at cost)	-	-	-	355,212.49	355,212.49
Deposits, prepaid expenses	-	-	-	-	-
	13,541.07	-	-	-	13,541.07
<b>TOTAL ASSETS</b>	<b>\$ 681,124.59</b>	<b>\$4,474,573.79</b>	<b>\$4,445,200.20</b>	<b>\$17,045,714.46</b>	<b>\$26,646,613.04</b>

LIABILITIES AND FUND BALANCES

Liabilities	\$ 60,001.91	\$ 2,889.42	\$ -	\$ -	\$ 62,891.33
Accounts payable	15,625.01	-	-	-	15,625.01
Prepaid parish assessments	13,267.35	-	-	-	13,267.35
Prepaid camp reservations	-	2,729,482.63	-	-	2,729,482.63
Shareholders equity in Diocesan Investment Fund	-	-	1,070,192.44	-	1,070,192.44
Liability for trust assets	-	26,000.00	-	-	26,000.00
Loan payable	-	-	-	-	-
Accounts receivable contra	59,053.23	-	-	-	59,053.23
<b>Total liabilities</b>	<b>147,947.50</b>	<b>2,758,372.05</b>	<b>1,070,192.44</b>	<b>-</b>	<b>3,976,511.99</b>
Fund balances					
Unrestricted					
Operating budget	165,795.66	-	-	-	165,795.66
Special purpose	367,381.43	-	-	-	367,381.43
Restricted	-	1,716,201.74	3,375,007.76	-	5,091,209.50
Real estate	-	-	-	17,045,714.46	17,045,714.46
<b>Total fund balances</b>	<b>533,177.09</b>	<b>1,716,201.74</b>	<b>3,375,007.76</b>	<b>17,045,714.46</b>	<b>22,670,101.05</b>
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<b>\$ 681,124.59</b>	<b>\$4,474,573.79</b>	<b>\$4,445,200.20</b>	<b>\$17,045,714.46</b>	<b>\$26,646,613.04</b>

The accompanying notes are an integral part of these financial statements.  
March 4, 1986

DIOCESE OF OLYMPIA, INC.  
STATEMENT OF SUPPORT AND REVENUE AND EXPENSES AND CHANGES IN FUND BALANCES  
For The Year Ended December 31, 1985

	1985 Operating Budget	Operating Fund	Restricted Funds	Endowment Funds	Real Estate Funds	Total
<b>SUPPORT AND REVENUE</b>						
Parishes and Missions	\$1,715,956.00	\$1,661,595.13	\$ -	\$ -	\$ -	\$ 1,661,595.13
Endowment and miscellaneous income	131,000.00	150,073.10	-	-	-	150,073.10
Prior years assessments collected	-	12,311.50	-	-	-	12,311.50
Investment income	-	-	31,063.85	-	30,658.15	61,722.00
Interest on loans, notes and mortgages	-	-	121,457.97	-	-	121,457.97
Net (decreases) in real estate valuation	-	-	-	-	(333,200.00)	(333,200.00)
<b>Total</b>	<b>1,846,956.00</b>	<b>1,823,979.73</b>	<b>152,521.82</b>	<b>-</b>	<b>(302,541.85)</b>	<b>1,673,826.70</b>
<b>EXPENDITURES</b>						
Ministry to Human Need	47,775.00	41,857.56	-	-	-	41,857.56
Diocesan Ministry	407,550.00	403,827.38	-	-	-	403,827.38
Resources and training	33,036.00	27,905.08	-	-	-	27,905.08
Ministry of the Diocese	96,375.00	92,667.40	-	-	-	92,667.40
Ministry of Leadership	331,716.00	330,321.73	-	-	-	330,321.73
Ministry of Administration	119,010.00	111,394.45	3,128.30	-	675.00	115,197.75
Services to Communications	151,532.00	144,124.73	-	-	-	144,124.73
Staffing to Ministry	659,762.00	635,838.54	-	-	-	635,838.54
<b>Total expenditures</b>	<b>1,846,956.00</b>	<b>1,787,936.87</b>	<b>3,128.30</b>	<b>-</b>	<b>675.00</b>	<b>1,791,740.17</b>
<b>Excess of Support and Revenue over expenses</b>	<b>\$ -</b>	<b>36,042.86</b>	<b>149,393.52</b>	<b>-</b>	<b>(303,216.85)</b>	<b>(117,780.47)</b>
<b>Fund Balances, beginning of year</b>		<b>393,139.47</b>	<b>1,566,808.22</b>	<b>2,844,999.21</b>	<b>17,348,931.31</b>	<b>22,153,878.21</b>
<b>Other changes in fund balances</b>		<b>103,994.76</b>	<b>-</b>	<b>530,008.55</b>	<b>-</b>	<b>634,003.31</b>
<b>Fund balances, December 31, 1985</b>		<b>\$ 533,177.09</b>	<b>\$1,716,201.74</b>	<b>\$3,375,007.76</b>	<b>\$17,045,714.46</b>	<b>\$22,670,101.05</b>

The accompanying notes are an integral part of these financial statements.  
March 4, 1986

DIOCESE OF OLYMPIA, INC.  
CONSOLIDATED FUNDS  
NOTES TO FINANCIAL STATEMENTS  
December 31, 1985

NOTE 1 - RELATIONSHIP TO NON-CONSOLIDATED DIOCESAN AUDITED FINANCIAL STATEMENTS

The Manual of Accounting Principles and Reporting Practices for Episcopal Dioceses, Parishes and Missions allows for four basic types of funds: Operating, Restricted, Endowment, and Real Estate. The consolidated financial statements are prepared using these categories. The Diocese sometimes uses different terminology in its day-to-day operations. The following table is presented to enhance understandability when this financial statement is reviewed in conjunction with the individual Fund statements.

<u>Accounting Manual</u>	<u>Diocesan Funds</u>
Operating Fund	Operating Fund
Restricted Funds	Building Loan Fund Diocesan Investment Fund (Reduced by Assets held by Trust Fund)
Endowment Funds	Trust Funds
Real Estate Funds	Mission Development Fund Real Estate Fund

NOTE 2 - ACCOUNTING PRINCIPLES

These financial statements have been prepared in accordance with principles authorized by the General Convention of the Episcopal Church. The principals follow generally accepted accounting principles except as explained below.

There are two acceptable methods of valuing marketable securities in the financial statements as authorized by the General Convention of the Episcopal Church. The Diocese of Olympia, Inc. has elected to use the market value.

Loans receivable and notes receivable are carried at the amount due as of December 31, 1985. Interest receivable has been accrued to December 31, 1985.

Real estate is to be carried at cost when available and in the absence of historical cost, records most current appraised fair market value. The insured value has been used as the closest approximation of fair market

DIOCESE OF OLYMPIA, INC.  
CONSOLIDATED FUNDS  
NOTES TO FINANCIAL STATEMENTS  
December 31, 1985

NOTE 2 - ACCOUNTING POLICIES (continued)

value and is used except when noted otherwise. The value of mission property is shown as a Diocesan asset until the mission becomes a parish.

The accounting principals of the Episcopal Church require expensing of furniture, fixtures, and equipment and state that no depreciation is to be recognized on real estate.

The Diocese does not attempt to value donated services.

NOTE 3 - PENSIONS

The Diocese has two pension systems. The clergy in the Diocese are covered by the Church Pension Fund. The lay employees are covered by a tax sheltered annuity. Both plans are currently funded and have no unfunded liabilities. Because it is a church, the Diocese is not subject to ERISA pension laws.

NOTE 4 - CONTINGENT LIABILITIES

The Diocese of Olympia is contingently liable on five loans totaling approximately \$504,000.00 at December 31, 1985. There are no loans in default at December 31, 1985. Payments on the three largest loans totaling \$6,996.56 per month are made by the Diocese to assure timely payment and reimbursed by the parish or mission monthly.

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### Narrative to the Proposed 1987 Budget

The proposed 1987 budget has not been an easy budget to develop. Much time, thought and study have gone into its preparation. One reality that had to be faced is the fact that income available to the Diocese for budget funding is decreasing, while at the same time the costs of maintaining existing programs and the number of requests for funding new programs are increasing.

Both the 1986 and the proposed 1987 budgets are significantly lower than the budget for 1985. This is the result of the reduction in the assessment factor from 23.55% to 20% over this period of time, and the fact that congregations are consequently contributing a smaller proportion of their operating income toward the funding of the diocesan program budget.

One example of increased costs is the National Church apportionment. The apportionment, which is this diocese's share of the national church budget, is based on the net disposable income of the congregations, not on the income available to the Diocese. In 1985 the apportionment was \$284,000. In 1987 it will be \$343,000 - an increase of \$59,000 or 20.77%. The apportionment represented 15.3% of the 1985 total budget of \$1,846,956. Next year, 1987, the apportionment will take 18.8% of the total funding of \$1,820,906, a proportionate 3.5% increased share in a budget that has decreased 1.4% since 1985. The apportionment is higher, but the Diocese has less money from which to pay it.

A summary of the funding for the three budget years 1985, 1986, and 1987 is shown at the top of the first page of the draft proposed budget for 1987. From this summary it will be noted that funding from all sources available for the proposed 1987 budget is \$75,782 higher than the funding for the current year, a relatively modest increase. This \$75,782 is the only money available to meet increased costs of current programs, and any requests for new program funding.

A number of these requests for new or increased funding from the additional income have already been received. The 1985 Diocesan Convention had voted to restore the staff position for a half-time Hospital Chaplaincies Coordinator. There is an increase of \$23,000 in the National Church Apportionment, plus other similar increases for the Province VIII and General Convention program support, as well as sizeable increases in liability and other insurance premiums. Additionally, the Council and program staff had unanimously expressed as an objective that the missionary program of the Diocese be given top priority in the 1987 program. There was also concern that more staff support be given to the six Human Need and Social Action committees, by increasing the hours of the part-time coordinator over the eight hours a week funded in the current budget.

Put together very conservatively, all these projected 1987 budget increases amount to a total of \$107,427. With only \$75,782 in additional income to meet the costs, the shortage of \$30,645 had to be made up by reducing other areas of program in a corresponding amount. This was a difficult task, because all of these programs are important to the total ministry of this diocese.

One pre-planned reduction of \$6,000 could be applied towards the total needed. This is budget item #1008 - Faith Home, whose grant in 1987 will be funded at \$6,000, the third and final installment of a three-year diminishing capital grant of \$25,000 in 1985, \$12,000 in 1986, and \$6,000 in 1987. The basis for the reductions which comprise the remaining \$24,645 was a comparison of the levels of the 1985 expenditures of each program against their budget allowance for that year. This is not the most satisfactory way to decide whether or not a cut should be made in any program, but it seemed to be the best in the prevailing circumstances.



## Narrative to the Proposed 1987 Budget

Every one of the increases and reductions in the proposed 1987 budget have been listed on Worksheet A. These are the only areas in the budget where increase or decreases have been made. All other budget items are funded on the same level as 1986, and in some cases this really represents a reduction. This is especially so in the case of budget items #6050, the Diocesan House plant operation, and #6060, the Diocesan Office and Central Services. With rate increases projected for all utilities, and an increase of over 20% in bulk mail costs, to stay at the same level of funding in reality is a decrease.

The proposed budget for 1987 increases support to the congregations by 6.4%; it restores the Hospital Chaplaincies Coordinator at a half-time level; it increases the hours of the coordinator for Human Need and Social Action committees from eight hours a week to twenty hours; and upgrades the staff positions for both Youth Director and Director of Diocesan School of Theology from Grade 11 to Grade 12. A request for \$15,900 from a newly organized congregational network to look at providing ministries on their local college campuses has been met at \$15,000. No requests other than these had been received at the time the budget was developed (although others were in process of transmittal) and all requests have been incorporated into the proposed budget. It has been possible to maintain the level of support for the other programs to enable them to function as effectively in the future as they have done in the past. This is a budget with integrity, reflecting the goals of the Vision Statement of the Diocese, and the commitment of its people to witness to Christ's love.

86/15/3

CHANGES IN 1986/87 BUDGETSWORKSHEET A

<u>BUDGET ITEM</u>		<u>1986</u>	<u>1987</u>	<u>INCREASES</u>	<u>DECREASES</u>
1000	Human Needs Block	22,600	22,000		600
1008	Faith Home	12,000	6,000		6,000
2000	Missions/Congregations S/T	343,000	364,925	21,925	
2100	Higher Education	15,082	15,000		82
2120	Maritime Ministry	3,000	2,000		1,000
2141	Refugee Ministry	2,000	5,000	3,000	
2142	Cambodian Ministry	10,000	-0- (Incl. in 2011)		10,000
3060	Evangelism	2,000	1,000		1,000
4010	Comm. on Ministry	2,000	1,800		200
4020	Ecumenical Rel. Comm.	2,500	2,000		500
4050	TV Eucharist	9,600	9,000		600
4090	Olympia Churchman	44,000	43,000		1,000
4100	Communications	500	700	200	
4120	Standing Committee	-0-	650	650	
5010	Convention	9,000	8,000		1,000
5020	Diocesan Council Mileage	3,000	2,700		300
5050	National Church Quota	320,000	343,000	23,000	
5060	Genl. Conv. Assessment	19,238	19,593	355	
5080	Province VIII Quota	9,661	10,118	457	
5090	Directors & Officers' Liability Insurance	3,600	4,500	900	
6020	Contingency	8,544	7,224		1,320
6030	Diocesan Staff Mileage	13,000	12,000		1,000
7011	Public Liability Insurance	18,936	23,670	4,734	
7012	Blanket Commercial Bond (Fidelity Insurance)	1,600	1,840	240	
7013	Special Events Insurance	1,200	1,500	300	
7014	Non-owned Auto Insurance	1,920	2,208	288	
7015	Medicare Supplement Insurance	36,300	37,789	1,489	
7020	Committee/Commission Mileage	10,000	8,000		2,000
7310	Cathedral Chapter - St. Mark's M&R	36,442	39,033	2,591	
7330	Assessment Shortfall	15,000	10,617		4,383
8000	Staffing	586,853	633,491	46,638	
		1,562,576	1,638,358	106,767	30,985

DIocese of Olympia: 1987 PROPOSED BUDGET

86/15/4

Assessment Factor:

23.55%

20.3%

20.0%

	1985 Admin.	1986 Admin.	1987	Inc./((Dec.) over 1986	% Inc. or (Dec.) over 1986	% Inc. or (Dec.) over 1985
FUNDING SOURCES						
Congregational Assessments	\$ 1,715,956	\$ 1,600,261	\$ 1,654,608	\$ 54,347	3.39%	(3.57%)
Endowment and Other Income	131,000	131,000	126,477	(4,523)		
Prior Years' Budget Surplus	-0-	13,863	39,821	25,958		
	<u>\$ 1,846,956</u>	<u>\$ 1,745,124</u>	<u>\$ 1,820,906</u>	<u>\$ 75,782</u>	<u>4.34%</u>	<u>(1.41%)</u>

1987 PROPOSED BUDGET

OBJ. I - MINISTRY TO HUMAN NEED

- 1000 Commission on Human Need
- 1001 Commission on Social Action
- 1002 Commission on Hunger
- 1003 Commission on Aging
- 1004 Commission on Alcoholism
- 1006 Northwest Harvest
- 1007 Disabled Persons Ministry

S/T Human Need

- 1008 Faith Home: Capital Grant

TOTAL - OBJECTIVE I

	1985 Admin.	1985 Disbursed	1986 Admin.	1st Draft 1987 (3-20-86)	2nd Draft 1987	Notes
	\$ 22,775	\$ 16,858	\$ 7,850	\$ 6,050		
			3,150	3,250		
			2,800	3,100		
			1,500	1,500		
			5,000	6,000		
			500	500		
			1,800	1,600		
	\$ 22,775	\$ 16,858	\$ 22,600	\$ 22,000		
	25,000	25,000	12,000	6,000		
	<u>\$ 47,775</u>	<u>\$ 41,858</u>	<u>\$ 34,600</u>	<u>\$ 28,000</u>		

#1008 - 3rd and last installment of  
a 3-year diminishing capital grant

OBJ. II - DIOCESAN MINISTRIES									
2000	Congregations	\$	299,000	\$	298,979	\$	300,000	\$	285,000
2010	Grants to Mission Congregations								
2011	Cambodian Work: Holy Family of Jesus								15,000
2012	Pike Market Ministry (1986: #2040)								19,600
2013	New Mission Work (1986: #2050)								29,000
S/T									348,600
2015	Economic Aid for Parishes	30,000		30,900		32,000		15,000	
2018	Mission Development Conference and Commission Resources								
S/T		329,000		329,879		332,000		1,325	
2020	Research and Development	2,000		2,000		-0-		364,925	
2030	Clergy Moving Expense	5,000		3,926		4,500			
2040	Pike Market Ministry	6,600		6,600		6,500			
2050	New Mission Funding	22,500		22,500		-0-			
	Sub-Total Congregations	365,100		364,915		343,000		364,925	
2100	Non-Parochial Populations								
2110	Ministry in Higher Education								
2111	Program Discretionary Fund, UW	550		550					
2112	Program Discretionary Fund, WWU	400		400					
2113	Campus Christian Ministry UW	9,500		9,500		10,100		9,500	
2114	Campus Christian Ministry WWU	4,500		4,500		500		3,500	
2115	Evergreen State College	500		-0-		1,000		500	
2116	Skagit Valley College	500		500		1,000		500	
2117	Commission Program Expense	2,400		Gift (\$)		482		500	
2118	UPS/PLU	-0-		-0-		2,000		500	
	Sub-Total Higher Education	18,350		15,445		15,082		15,000	
2120	Maritime Ministry								
2121	Puget Sound Waterfront Ministry	6,000		6,000		500		500	
2122	Tacoma Waterfront Ministry	500		-0-		500		-0-	
2123	Vancouver Waterfront Ministry	500		500		500		500	
2124	Other Ports - Waterfront Ministry					1,500		1,000	
	Sub-Total Waterfront Ministry	7,000		6,500		3,000		2,000	
2130	Hospital Ministries Coordinating Committee								
		2,100		1,967		1,000		1,000	

1985-86 included in Item 2142	
Half-time Ministry Grade B	
Full-time Ministry Grade B	

New item 1987	
---------------	--

1987: Budget Item 2012	
1987: Budget Item 2013	

#2113 - 1986 only:	
\$1,200 to Ecumenical CCM - UW	
\$8,900 to Christ Church, Seattle	
for CCM	

#2113 - 1986 only:  
\$1,200 to Ecumenical CCM - UW  
\$8,900 to Christ Church, Seattle  
for CCM

1987: Budget Item 2012  
1987: Budget Item 2013

New item 1987

1985-86 included in Item 2142  
Half-time ministry Grade E  
Full-time ministry Grade E

	1985		1985		1986		1st Draft 1987 (3-20-86)		2nd Draft 1987		Notes	86/15/6	
	Admin.		Disbursed		Admin.								
2140 Ministry to Refugees													
2141 Refugee Reestablishment, General	5,000		5,000		2,000		5,000						
2142 Cambodian Ministry	10,000		10,000		10,000								
Sub-Total Non-Parochial Populations	42,450		38,912		31,082		23,000						
TOTAL - OBJECTIVE II	\$ 407,550		\$ 403,827		\$ 374,082		\$ 387,925				1987: Budget Item 2011		
OBJ. III - RESOURCES & TRAINING FOR MINISTRY													
3010 Commission on Youth Ministries	\$ 6,750		\$ 6,750		\$ 6,750		\$ 6,850				A Block Grant of \$26,250 allocated to Resources & Training for Ministry was negotiated by the program units comprising the program objective. The figures shown for each program unit are those mutually agreed upon by the member units.		
3020 Commission on Education	9,000		8,791		8,000		8,000						
3030 Training & Consultative Services	6,000		6,016		5,000		5,000						
3050 Diocesan Resource Center	3,000		2,815		2,000		2,000						
3060 Commission on Evangelism	3,750		368		2,000		900						
3070 Commission on Liturgy & Music	3,000		2,053		2,000		2,000						
3080 Commission on Stewardship	1,536		1,110		1,500		1,500						
TOTAL - OBJECTIVE III	\$ 33,036		\$ 27,905		\$ 27,250		\$ 26,250						
OBJ. IV - MINISTRY OF THE DIOCESE													
4010 Commission on Ministry	\$ 3,000		\$ 1,630		\$ 2,000		\$ 1,800				Requested for 1987: \$7,600		
4020 Commission on Ecumenical Relations	2,150		2,109		2,500		2,000						
4030 Washington Association of Churches	5,325		5,325		6,000		6,000						
4040 Religious Broadcasting Corporation	4,500		4,500		9,600		9,000						
4050 Cathedral Chapter: TV Eucharist	9,600		9,279		1,000		1,000						
4060 Cathedral Chapter Program	1,500		1,325		1,000		1,000						
4070 Anglican Meeting Expense	600		600		600		600						
4080 Clergy Residency Program	16,000		16,000		0-		0-						
4090 The Olympia Churchman	43,500		42,272		44,000		43,000						
4100 Commission on Communications	1,000		800		500		700						
4110 Episcopal Transition Reserve	8,000		8,000		10,000		10,000						
4120 Standing Committee	1,200		627		0-		650						
TOTAL - OBJECTIVE IV	\$ 96,575		\$ 92,667		\$ 76,200		\$ 74,750						

	1985 Admin.	1985 Disbursed	1986 Admin.	1st Draft 1987 (3-20-86)	2nd Draft 1987	Notes
<u>OBJ. V - MINISTRY OF LEADERSHIP</u>						
5010 Committee on Convention						
5020 Diocesan Council Mileage & Meeting Expense	\$ 9,000	\$ 7,840	\$ 9,000	\$ 8,000		
5050 National Church Apportionment	2,500	2,266	3,000	2,700		
5060 General Convention Assessment	284,000	234,000	320,000	343,000		
5070 General Convention Deputies Reserve	19,951	19,951	19,238	19,593		
5080 Province VIII Quota	3,600	3,600	3,600	3,600		
5090 Directors & Officers' Liability Insurance	9,065	9,065	9,661	10,118		
	3,600	3,600	3,600	4,500		
TOTAL - OBJECTIVE V	\$ 331,716	\$ 330,322	\$ 368,099	\$ 391,511		
<u>OBJ. VI - MINISTRY OF ADMINISTRATION</u>						
6020 Contingency Reserve						
6030 Diocesan Staff Travel & Meeting Expense	\$ 11,103	\$ 7,760	\$ 8,544	\$ 7,224		
6050 Diocesan House Plant Operation	13,500	11,053	13,000	12,000		
	38,107	36,513	40,898	40,898		
6060 Diocesan Office & Central Services	51,300	51,168	52,000	52,000		
6070 Auditor's Fee: General Operating Account	5,000	4,900	6,000	6,000		
TOTAL - OBJECTIVE VI	\$ 119,010	\$ 111,394	\$ 120,442	\$ 118,122		
						Includes 3% salary and benefits increase + 10% utilities. Includes Bulk Mail increase 21%.

Includes 3% salary and benefits increase & 10% utilities.  
Includes Bulk Mail increase 21%.



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OBJ. VII - SERVICES TO DIOCESAN CONGREGATIONS						Notes
	Admin.	Disbursed	Admin.	(3-20-86)		
7010 Insurance Services, Corporate & Congregational						
7011 Public Liability Insurance	\$ 18,656	\$ 18,936	\$ 18,936	\$ 23,670	25% Premium increase	
7012 Blanket Commercial Bond	2,300	1,593	1,600	1,840	15% Premium increase	
7013 Special Events Insurance	2,250	1,156	1,200	1,500	25% Premium increase	
7014 Non-owned Auto Insurance	2,112	1,920	1,920	2,208	15% Premium increase	
7015 Medicare Supplementary Insurance:						
Retired Clergy & Lay	27,636	27,636	36,300	37,789	8% Premium increase	
S/T Insurances	52,954	51,241	59,956	67,007		
7020 Committee/Commission Mileage & Meeting Expense	10,000	6,498	10,000	8,000		
7100 Conference & Camping Center Commission						
7101 Huston Conference Center	27,000	39,930	27,000	27,000		
7200 St. Andrew's House	8,000	7,887	8,000	8,000		
7310 Cathedral Chapter: Subsidy, St. Mark's Maintenance & Repair	37,378	37,378	36,442	39,033		
7320 Diocesan Archives: Program Support	1,200	1,190	1,200	1,200		
7330 Reserve for Assessment Shortfall	15,000		15,000	10,617		
TOTAL - OBJECTIVE VII	\$ 151,532	\$ 144,125	\$ 157,598	\$ 160,857		

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OBJ. VIII - STAFFING FOR MINISTRY (Continued)	1985	1985	1986	1st Draft	2nd Draft	Notes
	Admin	Disbursed	Admin	1987 (3-20-86)	1987	
8700 Bishop's Allowances, Executive Expense, & House Maintenance and Repair	17,500	17,389	17,500	17,500		
8800 Pensions & Travel: Contract Staff						
8801 Regional Archdeacons Mileage	2,500	2,918	2,500	3,000		
8802 Stewardship Consultant Mileage	250	25		250		
8803 Clergy Pensions: 4 Archdeacons & Stewardship Consultant	2,398	1,273	1,944	1,902		
8900 Pensions & Benefits: Diocesan Staff						
8901 Clergy Pension Assessments	28,433	26,318	19,123	22,059		
8902 Lay Employee Pension Premiums (Less Premiums returned)	36,152	36,152	35,738	39,226 (7,000)		
8903 Clergy & Lay Insurance Premiums: Medical, Dental, Life, Industrial	48,940	43,320	45,101	48,184		
8904 Employer's Share, Social Security Taxes	24,440	24,096	24,498	26,345		
S/T Allowances/Benefits	160,613	151,492	146,404	151,466		
TOTAL - OBJECTIVE VIII	\$ 659,762	\$ 635,839	\$ 586,853	\$ 633,491		
TOTAL PROGRAM BUDGET	\$ 1,846,956	\$ 1,787,937	\$ 1,745,124	\$ 1,820,906		

APPENDIX ADIOCESE OF OLYMPIACONGREGATIONAL ASSESSMENTS FOR BUDGET YEAR 1987

(Based on 20.0% of Congregational Net Disposable Income for 1985)

<u>Parishes</u>	<u>Assessment 1987</u>	<u>Monthly Installment</u>
Aberdeen St. Andrew	\$ 10,476	\$ 873
Auburn St. Matthew	13,476	1,123
Bainbridge Is. St. Barnabas	36,180	3,015
Bellevue Resurrection	29,208	2,434
Bellevue St. Margaret	27,156	2,263
Bellingham St. Paul	21,084	1,757
Bremerton St. Paul	18,816	1,568
Burien St. Elizabeth	20,640	1,720
Centralia St. John	7,908	659
Chehalis Epiphany	8,592	716
Edmonds St. Alban	18,840	1,570
Everett Trinity	32,148	2,679
Freeland St. Augustine	13,068	1,089
Gig Harbor St. John	18,516	1,543
Hoquiam Holy Trinity	6,288	524
Issaquah St. Michael	18,072	1,506
Kenmore Redeemer	20,124	1,677
Kent St. James	40,020	3,335
Kirkland St. John	32,244	2,687
Longview St. Stephen	34,140	2,845
Medina St. Thomas	57,612	4,801
Mercer Is. Emmanuel	37,644	3,137
Mount Vernon St. Paul	13,584	1,132
Oak Harbor St. Stephen	25,092	2,091
Olympia St. John	48,960	4,080
Orcas Is. Emmanuel	14,172	1,181
Port Angeles St. Andrew	19,596	1,633
Poulsbo St. Charles	18,732	1,561
Puyallup Christ Church	16,224	1,352
Renton St. Luke	18,252	1,521
Seattle Ascension	25,092	2,091
Seattle Christ Church	22,356	1,863
Seattle Epiphany	67,320	5,610
Seattle St. Andrew	21,612	1,801
Seattle St. Clement	6,828	569
Seattle St. Dunstan	19,956	1,663
Seattle St. John	18,888	1,574
Seattle St. Luke	72,348	6,029
Seattle St. Mark	81,408	6,784
Seattle St. Paul	31,392	2,616
Seattle St. Peter	9,756	813
Seattle St. Stephen	60,480	5,040
Seattle Trinity	41,160	3,430
Sequim St. Luke	13,200	1,100
Shelton St. David	11,748	979
Snohomish St. John	10,080	840
Tacoma Christ Church	33,504	2,792
Tacoma St. Andrew	19,356	1,613
Tacoma St. Luke	19,944	1,662
Tacoma St. Mary	22,644	1,887
Tacoma St. Matthew	15,648	1,304
Vancouver St. Luke	22,728	1,894
Sub-totals, Parish Assessments	\$ 1,344,312	\$ 112,026

<u>Missions</u>		<u>Assessment 1987</u>	<u>Monthly Installment</u>
Allyn	St. Hugh	\$ 3,960	\$ 330
Anacortes	Christ Church	7,452	621
Blaine	Christ Church	1,584	132
Camano Is.	St. Aidan	7,272	606
Darrington	Transfiguration	1,224	102
Des Moines	St. Columba	10,968	914
Elma	St. Luke	1,296	108
Enumclaw	St. Catherine	3,780	315
Federal Way	Good Shepherd	20,016	1,668
Friday Harbor	St. David	11,364	947
Lacey	St. Benedict	12,588	1,049
Lopez	Grace Church	4,752	396
Maple Valley	St. George	2,016	168
Marysville	St. Philip	11,652	971
Meadowdale	St. Hilda/St. Patrick	10,944	912
Mill Creek	St. Francis	10,500	875
Monroe	Our Saviour	6,600	550
Montesano	St. Mark	1,836	153
Olympia	St. Christopher	4,728	394
Port Orchard	St. Bede	11,436	953
Port Townsend	St. Paul	9,408	784
Redmond	Holy Cross	11,160	930
Seattle	All Saints	8,016	668
Seattle	St. David	8,340	695
Seattle	St. George	12,156	1,013
Seattle	St. James/Jerusalem	6,624	552
Seattle	St. Margaret	6,000	500
Seaview	St. Peter	7,092	591
Sedro Woolley	St. James	10,488	874
South Bend	St. John	4,008	334
Steilacoom	St. Joseph/St. John	8,640	720
Tacoma	All Saints	11,664	972
Tahuya	St. Nicholas	4,368	364
Vancouver	All Saints	12,168	1,014
Vancouver	Good Shepherd	21,240	1,770
Vashon	Holy Spirit	12,912	1,076
Washougal	St. Anne	8,340	695
Westport	St. Christopher	912	76
Sub-totals, Mission Assessments		\$ 309,504	\$ 25,792
Sub-totals, Parish Assessments		1,344,312	112,026
Total Congregational Assessments		<u>\$ 1,653,816</u>	<u>\$ 137,818</u>

VITAL AND FINANCIAL STATISTICS  
BASED ON 1985 PAROCHIAL REPORTS





VITAL AND FINANCIAL STATISTICS  
BASED ON 1985 PAROCHIAL REPORTS

VITAL AND FINANCIAL STATISTICS BASED ON 1985 PAROCHIAL REPORTS	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	SERVICES OF HOLY COMMUNION										BAPTISMS CONFIRMATIONS						CHURCH SCHOOL	DAY SCHOOL
						SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE 4 KEY SERVICES						
1 Aberdeen, St Andrew	79	174	142	149	0	81	37	6	9	7	2	0	0	0	3	4	86	34	0				
54 Auburn, St Matthew	141	605	155	142	28	93	55	8	36	5	0	0	0	0	1	2	133	46	0				
2 Bainbridge Is, S Barnbs	413	913	937	871	0	125	144	15	46	20	4	12	8	0	9	14	292	144	26				
3 Bellevue, Resurrection	184	471	282	298	0	106	157	23	12	13	6	0	1	0	7	3	242	109	28				
4 Bellevue, St Margaret	319	865	486	470	15	145	104	17	40	29	3	0	7	1	9	9	355	284	0				
5 Bellingham, St Paul	414	947	850	865	0	109	67	40	35	28	2	22	5	0	18	17	378	159	47				
6 Bremerton, St Paul	186	449	287	272	36	88	111	0	22	14	1	4	6	3	3	4	179	69	12				
7 Burien, St Elizabeth	186	378	263	253	32	101	188	104	466	6	2	5	3	0	11	14	181	23	0				
8 Centralia, St John	86	250	172	178	30	92	10	22	20	10	3	1	4	0	2	3	91	50	6				
9 Chehalis, Epiphany	60	145	154	109	0	100	33	10	28	2	0	0	0	0	6	7	87	30	0				
10 Edmonds, St Albans	230	600	407	397	40	106	55	18	4	18	11	0	0	0	28	8	263	95	0				
11 *Everett, Trinity	404	1169	799	702	0	108	181	57	12	17	4	2	6	1	15	15	283	141	0				
12 Freeland, St Augustine	94	238	197	198	12	103	52	6	45	2	0	0	0	0	7	2	118	41	0				
13 Gig Harbor, St John	128	282	264	238	0	105	62	8	28	7	0	0	3	0	3	7	166	48	0				
14 Hoquiam, Holy Trinity	54	115	114	105	0	48	148	14	46	5	1	0	0	0	3	7	56	31	0				
15 Isaquah, S Mich/Angels	120	341	158	165	0	105	54	4	14	5	5	0	6	0	11	0	159	103	0				
16 Kenmore, Redeemer	153	515	414	414	0	3	3	0	2	7	0	0	2	0	7	3	191	128	28				
17 Kent, St James	458	1077	626	648	45	138	132	24	0	36	5	14	3	0	19	14	334	263	165				

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\* Indicates incomplete or obsolete data.

VITAL AND FINANCIAL STATISTICS  
BASED ON 1985 PAROCHIAL REPORTS

	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	PUPILS
18 Kirkland, St John	319	1181	509	528	0	110	127	130	55	25	1	6	5	3	7	12	375	338	61
19 Longview, St Stephen	352	784	449	420	6	153	192	53	311	13	4	0	7	0	8	16	226	195	0
20 Medina, St Thomas	734	1324	1278	1290	42	156	223	220	485	37	7	14	0	0	27	26	483	154	162
21 Mercer Island, Emmanuel	316	1430	854	831	200	102	77	59	10	9	1	10	0	2	7	7	352	69	135
22 Mt Vernon, St Paul	127	271	167	158	50	95	54	24	260	7	3	0	3	0	1	5	132	51	0
23 Oak Harbor, St Stephen	156	375	251	273	0	105	167	8	35	20	2	10	9	3	6	6	247	98	0
24 Olympia, St John	487	875	720	730	50	103	121	90	256	10	1	1	2	0	7	14	343	129	0
25 Eastsound, Emmanuel	137	236	80	78	24	93	77	3	20	11	0	0	1	0	13	9	123	47	0
26 apt Angeles, St Andrew	201	605	405	432	50	141	80	177	109	13	2	10	7	0	3	15	209	96	0
27 Poulsbo, St Charles	167	413	289	291	17	146	54	18	225	3	2	0	0	0	19	8	204	95	0
28 Royallup, Christ	258	540	493	495	40	102	70	19	34	10	1	3	3	0	3	13	197	126	0
29 Renton, St Luke	226	673	434	426	0	103	124	23	9	24	6	15	2	0	26	14	228	88	0
30 Seattle, Ascension	334	687	507	519	0	101	130	181	236	16	2	0	0	0	9	15	337	154	0
31 Seattle, Christ	263	414	246	234	0	106	95	63	10	11	2	0	6	1	9	17	248	64	0
32 Seattle, Epiphany	547	1471	1008	1001	0	104	84	93	65	17	5	0	7	0	23	36	307	191	0
33 Seattle, St Andrew	220	386	200	209	0	104	78	201	15	16	1	1	7	0	7	10	231	59	0
34 Seattle, St Clement	65	108	88	81	0	53	41	9	49	3	0	0	0	0	1	0	70	21	0
35 Seattle, St Dunstan	163	714	685	264	0	134	40	70	23	6	0	0	0	0	10	18	169	50	0

VITAL AND FINANCIAL STATISTICS BASED ON 1985 PAROCHIAL REPORTS	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	SERVICES OF HOLY COMMUNION					BAPTISMS CONFIRMATIONS						PUPILS		
						SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
36 Seattle, St John	270	524	443	442	0	104	148	52	38	3	0	1	3	1	4	9	179	79	0
37 Seattle, St Luke	351	582	459	497	5	129	82	227	15	13	6	1	17	0	9	5	450	94	0
38 Seattle, St Mark	865	1738	868	822	0	165	186	14	79	21	5	0	11	0	28	20	1108	160	0
39 Seattle, St Paul	283	414	389	402	0	102	411	210	559	11	1	0	6	3	7	6	199	105	0
40 Seattle, St Peter	164	336	266	267	0	103	79	64	260	2	2	0	4	0	5	4	117	43	0
41 *Seattle, St Stephen	466	1845	1249	1247	0	112	106	90	32	11	2	15	4	0	24	17	474	134	0
42 Seattle, Trinity	272	426	299	296	10	105	198	59	317	13	3	0	11	2	21	15	243	0	0
43 Sequim, St Luke	156	295	227	238	0	104	112	16	13	4	1	2	2	0	3	2	143	33	0
44 Shelton, St David	137	320	226	216	0	150	138	38	31	13	1	5	7	0	5	13	183	96	0
45 Snohomish, St John	104	268	213	201	0	102	59	12	6	18	3	5	5	0	3	3	100	53	0
46 Tacoma, Christ	400	690	802	624	0	108	227	32	1	9	3	0	12	2	12	20	297	119	0
47 Tacoma, St Andrew	194	494	481	459	0	100	49	6	25	7	1	1	0	0	7	6	225	47	0
48 Tacoma, St Luke	254	600	482	506	5	80	51	18	24	22	5	8	4	1	12	14	253	119	95
49 Tacoma, St Mary	203	392	305	306	25	104	98	36	223	6	2	3	6	9	3	7	272	96	0
50 Tacoma, St Matthew	131	252	155	162	15	124	120	22	50	11	0	0	0	0	4	8	199	67	0
51 Vancouver, St Luke	284	539	337	371	8	99	86	86	20	26	5	5	9	1	5	16	214	77	0
52 Allyn, St Hugh	32	56	48	48	0	44	5	1	10	0	0	0	0	0	1	1	33	6	0
53 Anacortes, Christ	102	168	119	114	0	102	23	19	7	5	0	0	0	0	1	6	104	30	0
90 Whatcom County Miss, ..	26	68	61	53	0	54	4	6	106	1	0	2	0	0	0	3	50	0	0

VITAL AND FINANCIAL STATISTICS  
BASED ON 1985 PAROCHIAL REPORTS

VITAL AND FINANCIAL STATISTICS BASED ON 1965 PAROCHIAL REPORTS	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANTS	PRESENT COMMUNICANTS	OTHER CONFIRMED PERSONS	SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
55 Camano Island, St Aidan	66	130	115	112	0	102	19	8	156	3	0	2	0	3	6	7	61	25	0
56 Camas-Washouga, St Anne	49	93	42	37	2	52	65	6	18	6	1	0	2	0	0	1	57	23	0
57 Darrington, Transfiguration	15	37	26	26	0	15	1	2	34	0	0	0	0	0	0	0	23	10	0
58 Des Moines, St Columba	141	269	204	206	0	104	89	8	15	5	2	0	4	2	7	5	146	54	0
59 *Elma, St Luke	18	32	0	27	0	40	9	1	12	2	1	0	5	0	0	1	24	0	0
60 *Enumclaw, St Catherine	41	59	43	41	10	102	10	5	12	3	0	0	1	0	0	3	47	16	0
61 Federal Way, Gd Shepherd	167	517	371	365	25	110	80	8	230	13	1	0	2	0	12	6	251	105	0
75 *Friday Harbor, St David	90	75	52	52	0	111	106	10	21	2	0	0	1	0	1	3	58	19	0
63 Lacey, St Benedict	143	349	331	327	0	90	67	4	27	11	2	0	0	1	6	7	140	26	0
64 Lopez, Grace	25	37	30	34	0	49	7	0	8	0	0	0	0	0	1	1	27	0	0
65 Maple Valley, St George	27	61	30	27	0	49	5	1	7	3	1	0	0	0	0	0	42	17	0
66 Marysville, St Philip	113	256	201	150	0	107	22	9	5	5	1	2	1	0	3	10	117	24	0
67 Meadowdale, S Hilda/Pat	84	204	148	154	0	90	14	19	62	6	0	4	0	0	0	1	92	32	0
68 Mill Creek, St Francis	60	198	104	65	0	92	50	9	96	3	1	2	1	3	3	1	88	70	0
69 Monroe, Our Saviour	36	110	55	54	8	49	49	1	14	2	1	0	0	0	1	1	49	67	0
70 *Montesano, St Mark	25	56	39	37	0	25	0	0	54	0	0	0	0	0	1	2	12	0	0
62 Hunter Pnt, S Chris	51	81	59	61	0	50	10	15	5	4	0	0	0	0	2	0	52	22	0
72 Port Orchard, St Bede	80	153	111	100	9	100	44	30	13	9	0	0	0	0	3	6	89	40	0

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\* Indicates incomplete or obsolete data.

VITAL AND FINANCIAL STATISTICS  
BASED ON 1985 PAROCHIAL REPORTS

VITAL AND FINANCIAL STATISTICS BASED ON 1995 PAROCHIAL REPORTS	HOUSEHOLDS	BAPTIZED MEMBERS	PRIOR COMMUNICANT	PRESENT COMMUNICANT	OTHER CONFIRMED PERSONS	SUNDAYS	WEEKDAYS	PRIVATE	OTHER SERVICES	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	MARRIAGES	BURIALS	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
73 Port Townsend, St Paul	127	236	169	171	0	104	62	11	0	4	0	5	2	0	2	8	94	29	0
74 Redmond, Hly Cross	130	405	178	144	61	105	65	14	5	18	6	0	0	0	10	1	187	68	0
76 Seattle, All Saints	94	201	135	138	0	112	34	27	44	0	0	0	0	0	2	6	92	31	0
77 Seattle, St David	81	215	112	112	14	103	56	5	380	2	0	0	0	0	2	3	113	65	0
78 Seattle, St George	98	175	97	109	19	101	73	105	254	6	2	0	6	1	3	3	95	29	0
79 Seattle, St James	22	91	41	25	0	52	1	2	0	2	0	2	0	0	0	0	26	15	0
80 Seattle, St Margaret	47	117	49	43	23	60	13	5	1	1	1	0	0	0	1	1	49	31	0
81 Seaview, St Peter	64	120	87	86	8	31	48	12	34	1	0	0	0	0	0	6	26	57	0
71 North Skagit Missio, ..	66	148	103	104	0	103	20	2	12	2	0	0	0	0	0	0	91	54	0
82 S Bend, St John	40	105	51	51	5	24	3	7	31	1	3	0	0	0	1	3	24	4	0
83 Steilaco, S Joseph/John	84	180	116	110	38	105	65	40	22	0	0	0	0	0	4	4	73	28	0
84 Tacoma, All Saints	103	148	130	123	0	92	10	13	14	4	3	2	5	0	3	8	114	25	0
85 Tahuya, St Nicholas	36	66	25	26	0	47	4	0	9	6	0	0	0	0	0	0	34	17	0
86 Vancouver, All Saint	89	218	98	98	9	104	22	20	32	8	3	3	2	0	0	0	86	62	0
87 Vancouver, Gd Shephrd	190	483	228	245	0	93	166	22	49	12	3	2	7	1	10	11	280	121	0
88 Vaahon, Hly Spirit	148	336	182	195	38	121	57	9	311	7	1	0	0	0	12	5	160	95	0
89 Westport, St Christo	13	22	25	20	0	23	2	11	26	0	0	0	0	0	1	0	26	0	0
	16138	38011	26586	25680	1054	8475	6957	3266	6901	829	162	202	253	44	599	663	15849	6462	765



VITAL AND FINANCIAL STATISTICS BASED ON 1985 PAROCHIAL REPORTS	PLEDGES FOR NEXT YEAR			RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in \$100)			PROPERTY		
	PLEDGING HOUSEHOLDS	AMOUNT PLEGDED	PLATE AND PLEDGE	\$ PER HOUSEHOLD PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE	
1 Aberdeen, St Andrew	46	30949	41999	10.22	58040	13829	2102	36141	55422	0	0	48668	799546	799546	
54 Auburn, St Matthew	64	57688	0	0.00	77588	12595	2083	59071	77204	316	0	71581	488274	488274	
2 Bainbridge Is, S Barnbs	250	192500	181751	8.46	189295	29252	0	160349	189601	385	241	183878	974238	974238	
3 Bellevue, Resurrection	140	97174	178694	18.68	204124	25428	33607	123681	207012	223	14	180430	776400	776400	
4 Bellevue, St Margaret	199	164282	183422	11.06	224355	29952	5688	163941	199581	419	0	207682	1118898	1081381	
5 Bellingham, St Paul	201	93283	108461	5.04	142631	26791	3958	103069	175772	350	0	112529	1042000	1042000	
6 Bremerton, St Paul	97	80731	100079	10.35	112538	8915	8483	95426	114024	200	0	107468	991699	991699	
7 Burien, St Elizabeth	124	95688	108409	11.21	153819	22008	4265	90662	150718	336	0	119467	1500000	1495880	
8 Centralia, St John	56	26146	30745	6.88	35933	9634	0	29814	39448	212	0	35933	366176	366176	
9 Chehalis, Epiphany	30	21665	31038	9.95	45890	8995	2020	32527	44766	201	0	37921	348935	388268	
10 Edmonds, St Albans	137	85000	94587	7.91	105203	18809	5205	72290	96304	240	0	101979	781317	781317	
11 Everett, Trinity	228	145755	148634	7.08	170110	37968	0	126829	167282	209	0	163213	512235	1777463	
12 Freeland, St Augustine	80	62894	59595	12.19	79956	13625	3842	50550	69546	329	0	65332	445743	445743	
13 Gig Harbor, St John	98	76054	85625	12.86	88643	17789	4732	74980	97695	66	0	86121	1182296	1079223	
14 Hoquiam, Holy Trinity	32	24804	27324	9.73	33067	6395	1483	24881	32759	135	0	31684	358543	358543	
15 Issaquah, S Mich/Angels	75	70300	84150	13.49	97298	18688	449	65177	90795	297	0	93059	220100	409819	
16 Karmore, Redeemer	100	100000	100980	12.69	105756	13174	1019	89284	103477	352	0	104534	266000	868236	
17 Kent, St James	325	212000	176800	7.42	291268	34656	58627	233012	714694	220	161	183586	2276561	2276561	

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VITAL AND FINANCIAL STATISTICS BASED ON 1985 PAROCHIAL REPORTS	PLEDGES FOR NEXT YEAR			RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in \$100)			PROPERTY		
	PLEDGING HOUSEHOLDS	AMOUNT PLEGGED	PLATE AND PER WEEK	\$ PER HOUSEHOLD	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE	
18 Kirkland, St John	193	160106	172762	10.41	205973	30605	17955	159350	208460	402	302	178972	1238879	1238879	
19 Longview, St Stephen	183	165400	167621	9.16	239410	38294	64577	133365	236917	340	218	175446	1996431	12830766	
20 Medina, St Thomas	470	400410	354991	9.30	430832	65169	28506	313183	419871	514	613	360458	1086089	2813991	
21 Mercer Island, Emmanuel	247	197100	190478	11.59	239268	50233	41212	151858	246472	306	38	218150	399432	920549	
22 Mt Vernon, St Paul	115	67570	52742	7.99	99795	13733	128	57924	109581	309	0	55935	640953	640953	
23 Oak Harbor, St Stephen	92	114272	137932	17.00	153148	16184	11348	121774	158230	351	121	138889	717149	1064559	
24 Olympia, St John	275	222138	227417	8.98	305419	47160	44860	194569	294761	411	130	260363	2720000	2776505	
25 Eastaound, Emmanuel	57	46260	51937	7.29	71337	14655	168	66852	81675	309	0	71169	434000	430894	
26 *Pt Angeles, St Andrew	122	74191	89589	8.57	108054	18548	4804	82570	110885	309	0	100904	669601	669601	
27 Poulsbo, St Charles	120	99000	94783	10.91	132778	14500	4004	76398	98117	340	0	95539	467353	467353	
28 Puyallup, Christ	135	89527	82249	6.13	102313	16833	7272	70754	98622	272	0	87497	693162	693162	
29 Renton, St Luke	162	75000	84647	7.20	108760	17381	15642	72931	105954	341	0	92697	1150000	1059760	
30 Seattle, Ascension	175	143719	161935	9.32	214543	25171	15242	112466	166491	345	45	164103	1283466	1283466	
31 Seattle, Christ	155	90957	91737	6.71	117701	23530	2574	88488	114592	218	0	100279	1022000	1115597	
32 *Seattle, Epiphany	285	257216	266052	9.35	418289	77256	28040	261351	388898	329	258	334165	811574	2556269	
33 Seattle, St Andrew	190	118500	111945	9.79	131107	21573	5591	103045	139253	341	100	114603	2221869	2221869	
34 Seattle, St Clement	32	34500	40131	11.87	47874	7317	1214	26999	35530	166	99	46140	408587	408587	
35 Seattle, St Dunstan	138	73993	103458	12.21	112050	26397	408	72233	99038	0	0	108866	539033	1026658	

VITAL AND FINANCIAL STATISTICS BASED ON 1985 PAROCHIAL REPORTS	PLEDGES FOR NEXT YEAR			RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in \$100)			PROPERTY		
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE	
36 Seattle, St John	147	82027	90498	6.45	113009	14548	4234	79674	102532	263	0	110000	1185000	1185000	
37 Seattle, St Luke	332	0	406110	22.25	424462	62545	51938	352088	504863	411	587	417190	1535819	1535819	
38 Seattle, St Mark	523	350733	322140	7.16	507187	90764	30311	390336	511411	326	331	439042	1668846	6153223	
39 Seattle, St Paul	161	150309	152947	10.39	173266	27761	1886	130812	166986	287	164	160165	1114615	1114615	
40 Seattle, St Peter	55	29680	48947	5.74	58934	11057	13943	38459	63459	247	0	48947	878000	860840	
41 *Seattle, St Stephen	378	292300	299401	12.36	431479	63256	29402	239138	400138	230	293	302354	3025402	3025402	
42 Seattle, Trinity	111	82717	104493	7.39	293273	41764	32924	160718	238245	265	0	209914	2497367	2497367	
43 Sequim, St Luke	103	64730	68064	8.39	70842	15030	1500	51250	71133	309	0	70842	220830	220830	
44 Shelton, St David	38	54000	61604	8.65	75448	12746	0	59138	71884	308	0	70848	660000	660000	
45 Snohomish, St John	89	45746	46264	8.55	51402	5589	0	45820	51409	190	0	51402	514969	514969	
46 Tacoma, Christ	144	120000	152338	7.32	181049	37572	12378	127526	185706	343	84	167838	2770266	3081613	
47 Tacoma, St Andrew	120	88835	112012	11.10	114433	20204	10677	83842	117413	360	0	114269	554855	848085	
48 Tacoma, St Luke	146	99540	104936	7.94	121597	13525	6206	104661	133829	190	0	109856	1535000	1700000	
49 Tacoma, St Mary	167	162000	140321	13.29	179130	26010	12240	114434	188648	357	0	154135	908619	1020287	
50 Tacoma, St Matthew	64	73361	78126	11.47	86995	14665	1235	64345	86121	309	0	79507	420486	420486	
51 Vancouver, St Luke	155	84000	90768	6.15	117780	21278	371	90771	112420	322	42	111209	2599876	2625000	
52 Allynn, St Hugh	22	13200	14168	8.51	20696	3837	300	14546	19060	85	0	14794	60523	60523	
53 Anacortes, Christ	56	31416	35550	6.70	53054	7513	1767	29643	39402	43	0	39014	95860	266003	
90 Whatcom County Miss, ..	24	8572	14186	10.49	18095	3015	3214	12424	19353	28	0	15327	210658	190709	

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VITAL AND FINANCIAL STATISTICS BASED ON 1985 PAROCHIAL REPORTS	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in \$100)			PROPERTY		
	PLEDGING HOUSEHOLDS	AMOUNT PLEGGED	PLATE AND PLEDGE	\$ PER HOUSEHOLD	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET	PROPERTY VALUE	INSURANCE
55 Camano Island, St Aidan	46	24892	24667	7.19	37174	10596	516	36991	48103	120	0	26353	159457	159457
56 Camas-Washouga, St Anne	29	31520	27889	10.95	55603	5937	957	40530	47424	173	0	30016	249967	269061
57 Darrington, Transfigrtion	13	3000	3235	4.15	8091	1652	152	3890	5694	6	12	3235	45234	45234
58 Des Moines, St Columba	80	50207	63061	8.60	74638	9105	3153	54573	69725	247	0	72223	268000	460513
59 *Elma, St Luke	11	8952	8894	9.50	15410	2277	0	9045	11322	0	0	11054	100000	100000
60 *Enumclaw, St Catherine	28	21856	19620	9.20	19782	4432	362	15262	20056	97	0	19720	237377	237377
61 Federal Way, Gd Shephrd	82	103150	113750	13.10	146707	19450	12765	82581	114835	244	0	122141	688160	688160
75 *Friday Harbor, St David	44	16176	36419	7.78	56827	10463	38	45910	56411	247	0	46827	249610	284550
63 Lacey, St Benedict	90	60483	62915	8.46	158262	10463	3910	54477	68850	309	15	62915	18000	18000
64 Lopez, Grace	24	15970	15864	12.20	32841	2093	368	22590	32157	93	0	16387	55090	148638
65 Maple Valley, St George	20	10428	10725	7.64	13998	2294	105	7772	10671	72	0	10810	26000	25270
66 Marysville, St Philip	45	43500	44832	7.63	72964	11120	1430	50152	65512	154	0	51296	423782	423782
67 Meadowdale, S Hilda/Pat	50	30026	30397	6.96	61512	11244	2000	45150	61604	151	0	30713	166042	247376
68 Mill Creek, St Francis	38	41307	39613	12.70	81328	12790	1780	45177	66790	247	0	39613	243096	236823
69 Monroe, Our Saviour	29	21126	19478	10.40	31748	5274	517	29452	35243	166	0	20506	80000	80000
70 *Montesano, St Mark	12	7626	7098	5.46	10677	3247	0	4455	9422	0	0	10677	185978	185978
62 Bunter Pnt, S Chris	22	15556	13836	5.22	23997	4731	0	18728	23459	123	0	13998	222000	225961
72 Port Orchard, St Bede	58	33831	41038	9.86	63564	11832	1224	43787	57541	180	0	46069	162242	162242

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VITAL AND FINANCIAL STATISTICS  
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73	Port Townsend, St Paul	31	30000	46840	7.09	53123	9967	1214	40278	55124	239	0	46840	457128	457128
74	Redmond, Hly Cross	88	98707	118305	17.50	148743	14375	970	62176	85103	340	0	123152	537764	537764
76	Seattle, All Saints	60	40000	39314	8.04	43073	7701	1175	30473	39349	165	0	40829	454955	454955
77	Seattle, St David	47	38009	42474	10.08	52453	14316	2248	29115	48325	154	0	44329	400725	400725
78	Seattle, St George	55	56079	61626	12.09	81899	8196	3729	51633	71089	297	0	64215	638459	638459
79	Seattle, St James	20	4000	4226	3.69	40299	8192	40	30136	38368	0	0	4226	0	0
80	Seattle, St Margaret	22	25062	26662	10.91	33180	7420	2801	25791	45976	123	0	31733	125000	116021
81	Seaview, St Peter	24	12345	15548	4.67	35938	7452	482	30893	38827	193	0	35456	360000	360000
71	North Skagit Missio, ..	51	46400	49080	14.30	54326	10531	1020	42002	68573	278	0	50273	0	0
82	S Bend, St John	23	8839	10292	4.95	20714	4192	710	17361	22263	104	0	12069	119878	119878
83	Steilaco, S Joseph/John	63	43000	38926	8.91	50993	7856	197	34648	46375	185	0	40148	0	0
84	Tacoma, All Saints	88	46400	51055	9.53	61776	11687	137	54347	68342	309	0	52639	653740	653740
85	Tahuya, St Nicholas	25	12500	13978	7.47	26771	4050	295	17505	21850	53	0	17086	168288	168288
86	Vancouver, All Saint	60	50000	48461	10.47	85637	12376	2903	51191	66470	331	0	49480	226000	40600
87	Vancouver, Gd Shephrd	122	160131	157453	15.94	187956	19890	15920	86612	156799	340	0	159199	901587	901587
88	Vashon, Hly Spirit	77	67000	67352	8.75	70861	11469	2246	56175	71030	278	0	68058	309628	309628
89	Westport, St Christo	0	4475	5234	7.74	9260	2887	59	4887	9940	24	0	7160	111191	121620
9840		7182491	7947729	9.47	10568421	1667278	711057	7263166	10582081	0	0	8807338	64449908	87879771	















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